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BULLETIN

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Vol. 45, No. 1—January 1998 janvier

Program Closures & Layoffs

A Cautionary Tale from Carleton University

BY E. PETER FITZGERALD

DURING THE FIRST WEEK of December the Carleton University Senate voted to accept a proposal by senior administrators to close academic programs in two faculties. As at other universities, the senate is Carleton's highest authority in academic matters, and this decision was in theory taken on academic grounds.

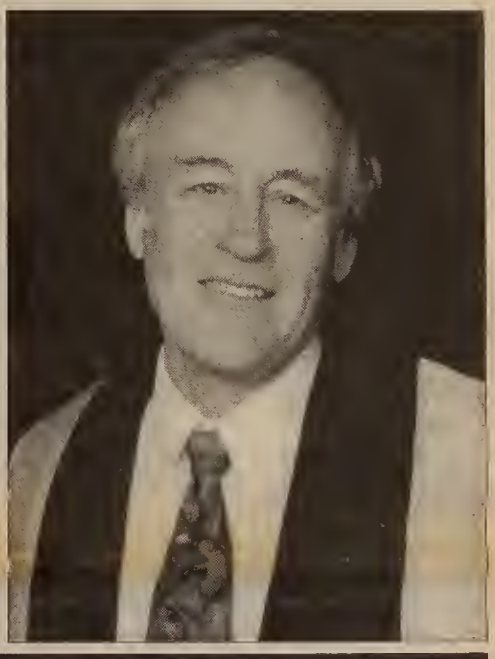
Nevertheless, all those present clearly understood the targeted programs were in fact being shut down for financial reasons — just as everyone understood these closures would lead to the dismissal of tenured academic staff.

During the senate meeting the administration refused to say how many tenured staff would be affected by this decision. Statements made by senior administrators in other contexts suggest a range of 12 to 26 layoffs. But in subsequent negotiations with the faculty association, the administration has continued to refuse to specify how many colleagues will be required to leave the university in the name of financial recovery.

Carleton's financial difficulties are real. After the election of the Harris government, all Ontario universities were hit by two years of swinging reductions in provincial grants. While all universities were hurt by these cuts, Carleton's situation was made significantly worse because of concomitant drops in enrolment.

As a result, the decline in Carleton's operating revenues was proportionally greater than declines experienced by other post-secondary institutions in the province.

Carleton's administration tackled this revenue shortfall by cutting internal budgets across the board and by encouraging academic staff to elect "voluntary separation." The buyout incentives that were part of this program became the chief contributor to the growth of Carleton's operating deficits — though they tended to make the financial situation look worse than it was in actual cash-flow terms. (This is because accounting rules require that the total sum of a buyout be entered on the books in the year the arrangements are concluded, even though real cash disbursements will be paid out over future years.)



Dr. Richard Van Loon — Real promises or tactical ploys?

The financial legacy of two miscarried capital projects also added a significant amount of red ink, perhaps as much as a third of the $21.5 million at which the accumulated deficit currently stands.

In this context, Carleton University President Dr. Richard Van Loon presented the board of governors with a financial plan designed to expunge the accumulated deficit over a 10-year period. After this plan was accepted by the board, Carleton's senior administrators have tended to reify it: it is no longer to be seen as their creation, but rather as a board-imposed "mandate" with which the university has no choice but to comply.

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Un récit édifiant de l'Université Carleton : abolition de programmes et licenciements de professeurs

PAR E. PETER FITZGERALD

LE CONSEIL D'UNIVERSITÉ DE l'Université Carleton a voté, trois semaines avant Noël, en faveur d'un projet d'abolition de programmes d'enseignement dans deux facultés émanant des cadres supérieurs. À l'instar d'autres universités, le conseil d'université de Carleton constitue la plus haute instance pour les affaires pédagogiques. En théorie donc, cette décision a été prise pour des motifs pédagogiques.

Néanmoins, toutes les personnes présentes à cette réunion ont clairement compris que les programmes visés étaient en fait abolis pour des motifs financiers. Elles ont également compris que ces abolitions entraîneraient le licenciement de professeurs permanents.

Pendant cette réunion, l'administration a refusé de se prononcer sur le nombre de professeurs permanents touchés. Toutefois, d'après les déclarations de cadres supérieurs dans d'autres contextes, le nombre de licenciements pouvait varier de 12 à 26. L'administration a pourtant continué de refuser de préciser le nombre de collègues forcés de quitter l'université au nom du redressement budgétaire lors de négociations subséquentes avec l'association des professeurs.

L'Université Carleton éprouvent de véritables difficultés financières. Après l'élection du gouvernement Harris, toutes les universités de l'Ontario ont vu leurs subventions réduites considérablement pendant deux ans. Bien que toutes les universités aient été touchées par les compressions, la situation de Carleton a empiré sensiblement à cause de la baisse simultanée des inscriptions.

En proportion, les revenus d'exploitation de l'Université Carleton ont donc diminué plus que ceux des autres établissements d'enseignement postsecondaire de la province.

Pour parer au manque à gagner, l'administration de Carleton a réduit l'ensemble des budgets et a invité le personnel universitaire à opter pour un départ volontaire. Les encouragements au rachat d'emploi dans le cadre de ce programme ont principalement contribué à creuser le déficit d'exploitation de l'université. L'administration a toutefois été encline à empirer la situation financière par rapport à la réalité. (En effet, selon des règles comptables, le montant total des rachats doit être inscrit dans les livres de l'exercice au cours duquel des ententes sont conclues, même si les sommes ne seront déboursées que lors d'exercices futurs.)

L'échec de deux projets importants a considérablement grevé le budget, d'un montant équivalent peut-être au tiers des 21,5 millions de dollars du déficit accumulé présentement.

Vu la situation, le recteur de Carleton, Richard Van Loon, a présenté au conseil d'administration un plan de redressement pour éponger le déficit accumulé sur une période de dix ans. Une fois le plan accepté par le conseil d'administration, les cadres supérieurs ont tenté de le concrétiser : il n'est plus considéré comme leur création mais plutôt comme un mandat imposé par le conseil auquel l'université n'avait d'autre choix que de se conformer.

Cette tactique est déloyale, c'est le moins que l'on puisse dire. Il ne fait pas de doute, cependant, que le fait de transformer un objectif auto-imposé en une contrainte «externe» a efficacement contribué à convaincre de la nécessité d'effectuer des licenciements.

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BRIEFLY

Top Ten Creative List for Restructuring Universities

1. Faculty of Pests (by combining central administration with entomology and microbiology)

2. Faculty of Farming & Fun (by combining agriculture with physical education and recreation studies)

3. Faculty of Sex, Lies & Videotapes (by combining family studies, political studies and communications)

4. Faculty of Planes, Trains & Tractors (by combining aeronautical engineering, transportation institutes and agricultutal engineering)

5. Faculty of Confusion & Confucianism (by combining central administration with philosophy and asian studies)

6. Faculty of Choral Chemistry (by combining music with chemistry)

7. Faculty of Lies, Statistics & Lawyers (by combining political studies and statistics with law)

8. Faculty of Thinkers & Doers (by combining arts and engineering)

9. Faculty of Witch Doctors & Druggies (by combining medicine and pharmacy)

10. Faculty of Voodoo & Star Gazing (by combining religion with physics and astronomy)

© 1997 Michael Eskin. Michael Eskin, a professor at the University of Manitoba, is also a satrist as well as a contributor to Sesame Street Canada.

EN BREF

La propriété de nos oeuvres

La propriété de nos oeuvres : Une étude des politiques en matière de propriété intellectuelle et des droits de propriété dans les universités canadiennes publié par la Fédération canadienne des étudiantes et étudiants (FCEE) en 1997, constitue un examen des politiques des universités canadiennes en matière de traitement des oeuvres intellectuelles dans les campus, ou en association avec l'université.

La Fédération est le porte-parole à l'échelle nationale de 400 000 étudiantes et étudiants des collèges et universités du Canada. Pour obtenir un exemplaire, communiquez avec la FCEE, 500-170, rue Metcalfe, Ottawa (Ontario) K2P 1P3; (613) 232-7394; télécopieur : (613) 232-0276; Courrier électronique: grad@cfs-fcee.ca.

ON THE WEB

The federal government passed the Act to modify the Canada Pension Plan in December 1997, and the changes came into effect on January 1, 1998.

Among other modifications, CPP premiums are to increase from combined employer-employee contributions of 5.85% in 1997. This ratio will increase to 9.9% by the year 2003.

CAUT had presented a brief during the federal, provincial and territorial consultations in 1996. In November 1997, CAUT was given the opportunity to present its views of the proposed changes to the legislation. The brief was prepared with input from a number of members across the country.

The full text of the CAUT brief to the House of Commons Standing Committee on Finance regarding Bill C-2, Amending the Canada Pension Plan Act, can now be found at http://www.caut.ca in the section on lobbying.

LETTERS COURRIER

Justice delayed kafkaesque?

I thought I was reading a Franz Kafka novel, not a report in the CAUT *Bulletin* (Newsline, December): Maty Warner was fired 11 years ago, but the case has apparently just been "settled?" It took six years for her to win a libel claim? Her legal costs are now over $200,000?

In the words of a famous Roman writer/speaker "*O tempora, o mores!*"

TOM FAHIDY
Associate Dean/Graduate Studies & Research
Faculty of Engineering, University of Waterloo

Research community loses an eloquent advocate

The research community has lost a passionate and eloquent advocate through the death of Dr. Keith Brimacombe on Dec. 16, in Vancouver of a heart attack. It was only this past October that he assumed the tremendous challenge of becoming the president and CEO of the Canada Foundation for Innovation (CFI). My sense is that this was an inspired choice of the right person at the right place at the right time.

Having known Keith since we were graduate students in the U.K., I have long admired his dedication to excellence in all his work, his ability to link that research to real needs, his dedication to mentoring young researchers, and his passionate view that research in all fields is important for the country. He really felt privileged that he had been able to pursue his research interests through support from NSERC and other sources, and he went into the CFI job in large measure because he felt it was time to "give whatever he could back into the community." He will be missed.

PAUL HOUGH
Executive Director
Canadian Federation of Biological Societies &
Chair, Canadian Consortium for Research

Celebrating the sell-out of university research

Under the ironically titled caption "Good Research Makes Good News," the latest fulminations of NSERC president Tom Brztustowski were recently declared in selected Canadian university bulletins and publications. Brztustowski celebrates a growing success story in which researchers across Canada are at the leading edge of service to the corpotate imperative of technology, profit and sales.

As he rapturously reports such stirring advances in research for the benefit of Canadians as "the magic threshold of 250 sales that makes it [a Bombardier private jet] a money maker," we may wondet what has happened to the university as a place of research for deeper understanding or the public interest.

The sad truth is that the university is being rapidly converted into a slavish service-function of corporate money-making and the heads of our research institutions seem increasingly anxious to serve the new order as their god.

The NSERC president's rise to leadership of Canada's higher research sector was not easily won. He earned his spurs as a corporate standard-beater in the public educational sector when, as Ontario's deputy minister of education, he declared the purpose of all public education in the province to be as follows:

"I contend that the one global object of education must be for a greatet capability of the people of Ontario to create wealth ... [to] export products in which our knowledge and skills ptovide the value added ... to develop new services which we can offer in trade in the world market." (Cited by William Graham, "From the President," OCUFA Bulletin, 6:15 (1989), 2-3.)

But a question arises. Where does all this fit in with the university's constitutional objectives? Are we witnessing a corporate coup d'état of our public education systems by a bureaucratic elite which no longer serves the academic mission, but first and foremost the interests of external commercial agents?

JOHN MCMURTRY
Philosophy, University of Guelph

Mary Warner footnote

I am writing to add a brief footnote to the account of the settlement reached in Mary Warner's 11-year battle with Brock University (*Bulletin*, December).

The article mentions Mrs. Warner's profound indebtedness to Professor Bruce Feldthusen of the Faculty of Law at the University of Western Ontario, her lawyer since 1993 and initiator of the Mary Warner Prize at Western Ontario. It does not, however, include any mention of Charles Campbell, her lawyer in the successful libel suit against former Brock president Alan Earp and legal advisor to the end. I know that Mrs. Warner would like this unfortunate omission rectified.

MURRAY MILES
Philosophy, Brock University

Murray Miles is trustee of the Mary Warner Fund. — ed.

LETTERS continue...
COURRIER suite à la... Page 8

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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CAUT ACPPU
BULLETIN

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TRANSLATION/TRADUCTION: LOUISE CARON
GRAPHIC DESIGN/GRAPHISME: KEVIN ALBERT

Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2; 613/820-2270.

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index. ISSN 0007-7887.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2; 613/820-2270

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Repertoire canadien sur l'éducation. ISSN 0007-7887.

Un récit édifiant de Carleton

SUITE DE LA PAGE 1

À toutes fins utiles, le plan de l'administration consistait fondamentalement à réduire le déficit à zéro pendant l'exercice financier 1998-1999 et à augmenter les surplus de fonctionnement au cours des années suivantes.

Pour parvenir à faire les économies nécessaires dans le but d'atteindre cet objectif, l'administration a proposé d'abolir des programmes de 1er cycle, et quelques programmes de 2e cycle, en langues européennes et en littérature. De plus, il était prévu que le programme de 1er cycle en physique devienne un programme de physique appliquée. Voilà les mesures concrètes en faveur desquelles le conseil d'université de Carleton a voté le 5 décembre. Chose surprenante, il y a eu peu d'opposition.

En rétrospective, nous pouvons constater que l'association des professeurs a commis deux erreurs importantes pendant les 18 mois où l'abolition des programmes était envisagée. Elle aurait pu éviter l'une de ces erreurs, mais probablement pas l'autre.

Pendant la négociation de la convention collective au printemps 1996, l'association des professeurs a accepté de modifier considérablement les dispositions régissant l'excédent de programmes d'enseignement. Essentiellement, on a substitué à la décision du conseil d'université sur l'abolition de programmes une procédure complexe obligeant l'administration à déclarer l'urgence financière avant d'invoquer l'excédent de programmes.

À l'époque, on nous a convaincus que le conseil d'université ne prendrait jamais la décision d'abolir des programmes d'enseignement et que, par conséquent, cette modification ne compromettrait pas réellement la sécurité d'emploi.

Des membres de l'association se sont plaints et ont soutenu qu'ils n'auraient jamais voté en faveur du nouveau libellé de la disposition sur l'excédent de programmes en 1996 s'ils avaient compris à fond les conséquences. Des membres de l'exécutif se sont même interrogés sur la justesse de l'information donnée à l'égard de ce nouveau libellé. Ces réactions sont compréhensibles. Il est inutile cependant de chercher à blâmer quelqu'un après coup.

Conseillé par nos négociateurs chevronnés, l'exécutif de l'association, en échange d'autres concessions, a pris un risque calculé en reconnaissant simplement que le pouvoir du conseil d'université d'abolir des programmes d'enseignement (un pouvoir qu'il possédait déjà en fait) n'entraînerait pas de modification importante.

Nous avions tort. Si nous n'avions pas modifié les clauses d'urgence financière, l'administration de Carleton aurait eu une décision beaucoup plus grave à prendre pour licencier le personnel permanent. Étant donné l'ampleur des problèmes financiers de l'université, rien ne gatantissait évidemment que ces clauses auraient empêché des licenciements. Nous devons admettre que les motifs de l'administration ont du mérite car il est vrai que des compressions verticales et ciblées perturberont moins que des licenciements effectués dans l'ensemble de l'université (quelle affreuse publicité) à la suite d'une urgence financière.

Il demeure néanmoins que notre décision de 1996 a grandement aidé l'administration à soumettre un plan financier incluant le licenciement de professeurs permanents.

Nous avons commis une deuxième erreur lorsque nous n'avons pas réussi à élaborer une solution budgétaire de rechange crédible au plan de redressement de l'administration. Nous ne nous sommes pas rendus compte assez vite que nous devrions contester immédiatement

Voir CARLETON... à la page 10 ☞

Professors Approve Boycott of Technical University

On Nov. 22 representatives of more than 70 Canadian university faculty organizations gave formal approval to a plan to boycott the controversial Technical University of British Columbia (TechBC). International faculty organizations are anxious to see the British Columbia legislation amended to protect academic freedom and academic governance. Now that Canadian faculty associations have agreed to a long-term strategy on TechBC, the way is open for international academics to begin their campaigns.

"This boycott is essential. For two years, the government of British Columbia and the govetnors of TechBC have proven themselves unwilling to engage in substantive discussion on how to run this institution," said Robert Clift, Executive Director of the Confederation of University Faculty Associations of British Columbia (CUFA/ BC), speaking to delegates at CAUT's November council meeting.

"There are ways for TechBC to achieve its specialized mandate while respecting the academic freedom of professors and respecting the roles of professors and students in academic decision-making. We offered to help them achieve this, but our offers went unanswered. It was only when we indicated the possibility of a boycott that they began to take notice. The pressure must be kept on if we are to get the necessary legislative amendments."

CUFA/BC and CAUT have carried out a boycott campaign against TechBC since July 28, when the Technical University of British Columbia Act became law. The approval of the boycott campaign by the CAUT council confirms the activities to date and gives approval to enter the next stage of the campaign. CAUT President Bill Bruneau told council delegates the campaign will continue to proceed in stages, increasing in intensity as time passes.

"The negative opinion of the international academic community puts a great strain on an educational institution. We want to give the B.C. government every opportunity to deal with our objections before the weight of opinion cripples TechBC," Dr. Bruneau said.

CAUT and CUFA/BC representatives met with TechBC officials in mid-December to discuss the boycott and how the institution might address the deficiencies in the legislation. Both sides felt positive abour the discussions, but there has not yet been enough progress to consider lifting the boycott. ■

Background documents are available on the Internet at http://cufabc.harbour.sfu.ca/tubc/index.html.

A Tale from Carleton U.

FROM PAGE 1

This artifice is disingenuous to say the least, but there can be no doubt the transformation of a self-imposed goal into an "external" constraint proved to be an effective tactic in selling the need for layoffs.

In any event, the fundamental element in the administration's plan was the attainment of a zero-deficit outcome in fiscal 1998-99 to be followed by a series of rising surpluses on operations in subsequent years.

In order to generate the additional cost savings necessary to meet that objective the administration proposed to abolish undergraduate (and some graduate) degree programs in European languages and literatures. As well, the undergraduate program in physics was slated to be downsized into an applied physics program. These were the concrete measures which Carleton's senate voted to endorse, with surprisingly little opposition, on Dec. 5.

In retrospect we can now see the faculty association made two important mistakes in the 18 months during which program closures were in the offing. One of these mistakes was certainly avoidable, the other perhaps not.

During contract negotiations in the spring of 1996, the faculty association accepted an important change in the terms of our collective agreement that govern program redundancy. In essence, decision by senate on program closures was substituted for a complex and drawn-out procedure that required the administration to declare financial stringency before the procedure could be invoked.

At the time we were persuaded to believe that senate would never take a decision to close academic programs and that job security was therefore not really compromised by this change.

Some members of the association have complained they would never have voted for the new language on program redundancy in 1996 had they fully understood its implications. Even members of the association's executive have wondered about the adequacy of the information that was provided about the new language. This reaction is understandable. But at the end of the day there is little point in looking for someone to blame.

On the advice of our experienced negotiators, the association's executive took the calculated risk,

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What is UNESCO?

UNESCO is one of the specialized agencies of the United Nations.

- *Full Title* — United Nations Educational, Scientific and Cultural Organization;
- *Foundation* — London in November 1945, and came into existence one year later when 20 states ratified the constitution;
- *Objective* — To contribute to peace and security in the world by promoting collaboration among nations through education, science, culture and communication;
- *Functions* — Prospective studies on the future of education, science and culture; the advancement, transfer and sharing of knowledge; standard-setting action through the preparation and adoption of international instruments and statutory recommendations; provision of expertise to member states through technical cooperation; and, exchange of specialized information
- *Membership* — Member states, currently 186. The only major country that is not a member is the United States which holds observer status
- *Governing Body* — General Conference of UNESCO. The general conference meets every two years, and is composed of the delegates of the member states. Business is conducted between conferences by the Executive to which Canada was elected this year
- *Budget* — $544,367,150 US
- *Director-General* — Federico Mayor of Spain
- *Headquarters* — Place de Fontenoy, Paris, France
- *Web Site* — www.unesco.org

A Look at the UNESCO Recommendation

On Nov. 11, 1997 the General Conference of UNESCO adopted a statement on the rights and responsibilities of higher education teaching personnel. Excerpts are highlighted below. This is an unofficial version available at www.caut.ca. The official version will be on the UNESCO web site in due course.

26. Higher-education teaching personnel ... should enjoy those internationally recognized civil, political, social and cultural rights applicable to all citizens. Therefore, all higher-education teaching personnel should enjoy freedom of thought, conscience, religion, expression, assembly and association as well as the right to liberty and security of the person and liberty of movement. They should not be hindered or impeded from exercising their civil rights as citizens, including the right to contribute to social change through freely expressing their opinion of state policies and of policies affecting higher education. They should not suffer any penalties simply because of the exercise of such rights. Higher-education teaching personnel should not be subject to arbitrary arrest or detention, nor to torture, nor to cruel, inhuman or degrading treatment. In cases of gross violation of their rights, higher-education teaching personnel should have the right to appeal to the relevant national, regional or international bodies such as the agencies of the U.N., and organizations representing higher-education teaching personnel should extend full support in such cases.

27. ... the principle of academic freedom should be scrupulously observed. Higher-education teaching personnel are entitled to the maintaining of academic freedom, that is to say, the right, without constriction by prescribed doctrine, to freedom of teaching and discussion, freedom in carrying out research and disseminating and publishing the results thereof, freedom to express freely their opinion about the institution or system in which they work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies. All higher-education teaching personnel should have the right to fulfil their functions without discrimination of any kind and without fear of repression by the state or any other source.

The Rights & Responsibilities of Academics

International Statement Adopted by UNESCO

In November, the governing body of UNESCO, meeting in Paris, adopted an international statement on the rights and responsibilities of higher education teaching personnel. This was the culmination of a long campaign by CAUT and other national federations of academic staff to secure an international standard dealing with academic freedom as well as the civil, economic and other rights of faculty and to spell out the responsibilities that went with these rights. The statement also sets out a standard for the autonomy of higher education including institutional rights, duties and responsibilities.

CAUT took up this cause in the first instance so that there would be a standard for judging those dictatorial and authoritarian governments which restrict academic freedom and abuse their academic staff through imprisonment and other cruel and inhuman practices. "However," said Dr. Bill Bruneau, President of CAUT, "the document has a very long reach and deals with matters of the highest importance for the academic community throughout the world including Canada."

Canada's Council of Ministers of Education (CMEC) strongly supported the UNESCO statement. The CMEC represents Canada in the educational debates at UNESCO. The Hon. Robert Harrison, the Minister of Education in Nova Scotia, was the leader of the Canadian delegation in this forum and spoke vigorously in favour of the statement. "This issue," he said, "has been before UNESCO for thirty years in one form or another. Canada thinks it is time to adopt the recommendation at this General Conference." The Canadian Commission for UNESCO, headed by Michel Agnaieff, was a key player in the creation of a Canadian position, and the Canadian Ambassador to UNESCO, Jacques Demers, gave his full support. This represented a remarkable convergence of the CMEC, the federal government and the university community.

Many of the member states of UNESCO spoke at the General Conference in favour of the statement. One of the more eloquent speeches was that of the Vatican whose representative said that it nicely balanced rights and responsibilities. No state voted against the statement, and only four expressed reservations about the chapter on terms and conditions of employment.

The section of the document on rights and freedoms states "access to the higher education academic profession should be based solely on appropriate academic qualifications, competence and experience, equal for all members of society without discrimination. Higher-education teaching personnel like all other groups and individuals should enjoy those internationally recognized civil, political, social and cultural rights applicable to all citizens," including freedom of thought, conscience, religion, expression, assembly and association as well as the right to liberty and security of the person and liberty of movement. Academic staff should not suffer penalties through freely expressing their opinion of state policies or policies affecting higher education.

The statement then defines the principle of academic freedom which, it says, should be scrupulously observed. Academic freedom guarantees the right to teach freely according to accepted principles of professional responsibility and intellectual rigour as well as the freedom to carry out and disseminate the results of research. It also includes the freedom to criticize one's own institution as well as the education system without fear of reprisal and the freedom to participate in professional or representative academic bodies.

In addition, "Higher-education teaching personnel should have the right and opportunity, without discrimination of any kind, according to their abilities, to take part in the governing bodies of higher education institutions and to criticize the functioning of higher education institutions, including their own, while respecting the right of other sections of the academic community to participate ..."

The statement then links academic freedom and collegiality: "Collegial decision-making should encompass decisions regarding administration and determination of policies of higher education, curriculum, research, extension work, allocation of resources and other related activities, in order to improve academic excellence and quality for the benefit of society at large." In another section, the document states that "self-governance, collegiality and appropriate academic leadership are essential components of meaningful autonomy for institutions of higher education."

The section on the rights of individuals is balanced by one on their responsibilities. These cover a wide range including fairness, research ethics, conflict of interest and public accountability. Accountability should involve academics "... without, however, forfeiting the degree of institutional autonomy necessary for their work, their professional freedom and for the advancement of knowledge."

The UNESCO statement stresses the importance of autonomy. "Autonomy," it says, "is the institutional form of academic freedom...." Member states should protect their universities and colleges from attacks on their autonomy. However, it also states that autonomy should not be used as a pretext or a vehicle to limit the individual rights of higher education teaching personnel.

Institutional autonomy must also be balanced by institutional accountability. Higher education institutions should be accountable on a wide range of issues including a commitment to quality and excellence, the ensuring of fairness, effective support of academic freedom and fundamental human rights, provision of up-to-date libraries, and honest and open accounting.

"Systems of institutional accountability," UNESCO states, "should be based on a scientific methodology and be clear, realistic, cost-effective and simple. In their operation, they should be fair, just and equitable. Both the methodology and the results should be open."

Furthermore, institutions themselves or as a group should design and implement appropriate systems of accountability. Faculty associations should participate in such planning. State systems of accountability should be negotiated both with the institutions and the organizations representing higher education teaching personnel.

The UNESCO statement also contains an extensive chapter on terms and conditions of employment. A series of conventions of the International Labour Organization are included by reference such as the various ILO conventions and recommendations on freedom of association, the right to organize and the right to engage in collective bargaining as well as the ILO documents on pensions and on health and safety. So too are earlier UNESCO conventions and declarations on discrimination, racial prejudice, technical and vocational education, and the rights of scientific researchers as well as the major human rights documents of the United Nations itself. The statement calls for effective transferability of pensions both nationally and internationally. It suggests that benefits should be prorated for part-time academics.

See UNESCO... Page 5 ☞

The History Behind the UNESCO Statement

THE SAGA BEGAN 30 YEARS ago when UNESCO adopted a recommendation on the status of teachers. This was designed to set out the rights and responsibilities of primary and secondary school teachers. At the time there were demands to expand this document to include higher education but this did not happen. Since then UNESCO has created documents on the rights of scientific workers and of artists, but despite considerable effort, nothing was done officially by UNESCO in regard to higher education teachers until the General Conference of 1993.

In the meantime a variety of bodies including the World University Service, the European rectors, and certain unions and professional bodies carried out studies and some adopted statements concerning academic freedom.

In the late 1980s, the International Conference of University Teachers' Organizations (ICUTO), of which CAUT is a founding member, took up the issue of a UNESCO recommendation or statement on higher education teaching personnel parallel to that on the status of primary and secondary school teachers. CAUT and the Syndicat National de l'enseignement supérieur in France took the lead. At the Ottawa meeting of ICUTO in 1989, the members agreed formally to support a UNESCO normative instrument. In 1991 CAUT commissioned Pat Finn, the business agent of the Carleton University Academic Staff Association, to produce a draft international instrument in proper legal language for discussion at the meeting of ICUTO in Washington in 1992 and adoption at the next meeting in Berlin in 1993. She used her sabbatical to interview UNESCO and ILO officials as well as the international teachers' unions. Not everyone was enthusiastic, but there was enough support in UNESCO to warrant proceeding with the project. This was in large part because another Canadian, Ramzi Salamé, former president of the faculty union at Université Laval, had done a feasibility study for UNESCO.

The General Conference of UNESCO in 1993 decided that there should be a UNESCO instrument and instructed the director general of UNESCO to produce a draft. The higher education division of UNESCO engaged Dr. Donald Savage, then executive director of CAUT, to produce this draft. He delivered a full instrument to the secretariat in September 1994. The key players in the UNESCO secretariat in this development were Marco Antonio R. Dias, director of the higher education division and Dimitri Beridize, head of the unit for academic mobility. Dr. Dias is the former vice-rector of the University of Brasilia.

The draft was extensively discussed between UNESCO and the ILO. The Recommendation on the Status of Teachers was a joint document of the two organizations. The one on higher education is solely the legal responsibility of UNESCO, but UNESCO could not deal effectively with such matters as terms and conditions of work without an agreement with the ILO.

The draft was also circulated to a variety of international organizations representing unions, management and others in higher education. All this produced a year of vigorous internal debate before a consensus was reached.

UNESCO then circulated the proposed statement to the 186 member states in preparation for a meeting of experts. Member states were invited to send written submissions. The meeting of experts was held in October 1996.

The recommendation was strongly opposed by Nigeria which argued against the reference to the civil rights of faculty, Saudi Arabia which wanted to entrench tradition, and South Korea which thought that the document was an assault on Asian values which better protected academics than European human rights. Other countries, particularly from Eastern Europe and South America, rejected the appeal to tradition.

A working party was struck which produced a compromise but which was faithful to the original document and it was ultimately adopted by the meeting.

That document was re-circulated to the member states for the 1997 General Conference. With a couple of minor amendments by Portugal, the document was adopted by the General Conference of UNESCO on Nov. 11, 1997. The UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel now takes its place officially with other United Nations' documents which over the years have spelled out the rights of humanity. ■

The UNESCO Statement

FROM PAGE 4

This section calls for terms and conditions of employment that will be the most conducive for effective teaching, research and scholarship, and that will be fair and free from discrimination. It calls for fair procedures for appointment, promotion, tenure, dismissal and related matters.

It states that tenure or its functional equivalent "constitutes one of the major procedural safeguards of academic freedom and against arbitrary decisions ... it also encourages individual responsibility and the retention of talented higher-education teaching personnel." It notes that academic staff can be dismissed for just and sufficient cause related to professional conduct. It permits layoffs for bona fide financial reasons "... provided that the financial accounts are open to public inspection, that the institution has taken all reasonable alternative steps to prevent termination of employment, and that there are legal safeguards against bias...." This wording was suggested by the Council of Ministers of Education (Canada). Tenure, the document says, should be safeguarded even when changes within an institution or the system as a whole are made.

The statement suggests a significant role for organizations which represent higher education teaching personnel. Such organizations, it says, "should be considered and recognized as a force which can contribute greatly to educational advancement and which should, therefore, be involved, together with other stakeholders and interested parties, in the determination of higher education policy." They should also have the right to organize freely under labour legislation, to negotiate terms and conditions of employment and to participate in a fair and just system of labour relations.

"The adoption of this statement is a great triumph," said Dr. Bruneau. "It represents a vision for the world of how things ought to be in higher education. We must strive to ensure that the world's governments and universities live up to these ideals." ■

This month's UNESCO feature was provided by Donald C. Savage, former executive director of CAUT and Pat Finn, business agent of the Carleton University Academic Staff Association.

Is the Recommendation Legally Binding?

The UNESCO recommendation is not a convention and is, therefore, not legally binding on the member states. Such UNESCO statements have, however, considerable moral force, and UNESCO hopes that member states will live up to the obligations for which they voted at the general conference. It also expects that various aspects of a statement such as this one would be incorporated into the laws and practices of the member states. Such documents tend to develop a life of their own. The more they are used and quoted around the world, the more effective they become.

Furthermore, in the section on civil rights of academics (article 26), the document states: "in cases of gross violation of their rights, higher-education teaching personnel should have the right to appeal to the relevant national, regional or international bodies such as the agencies of the United Nations, and organizations representing higher-education teaching personnel should extend full support in such cases." This means in practice that cases involving the arbitrary arrest or detention of academics, torture, or cruel, inhuman or degrading treatment could be appealed to the office of the director-general where there is a structure for the handling of such cases.

Article 75 also mandates the director-general to prepare a comprehensive report on the world situation regarding academic freedom and human rights of higher education teaching personnel. And not only from the information supplied by member states but also on the basis of any other information supported by reliable evidence gathered by such methods as the director-general may deem appropriate. It is not as yet clear exactly how this will be done but it is a commitment.

During the debate at the general conference, the representative of the International Labour Organization said there needed to be an effective follow-up mechanism. The ILO suggested the enlargement of the mandate of the current ILO/UNESCO committee (CEART) which hears complaints concerning the rights of primary and secondary school teachers. One of the members of that committee is a Canadian, professor Mark Thompson of the University of British Columbia and a former member of CAUT's collective bargaining & economic benefits committee. Australia opposed such a follow-up mechanism. Most of the member states remained silent on the issue, preferring to deal with the document itself before addressing the question of follow-up.

There was also some discussion in the corridors of the need for UNESCO to have a centre which would not only deal with serious complaints but would also commission research on the state of academic freedom and human rights in the academy throughout the world.

In the fall of 1998 UNESCO will be hosting a world conference on higher education which is likely to result in a declaration on higher education. It is the hope of CAUT that this conference may address itself to the question of how best to ensure that the rights spelled out in the Recommendation concerning the Status of Higher Education Teaching Personnel are, in fact, respected around the world.

The adoption of this statement is a great triumph. It represents a vision for the world of how things ought to be in higher education. We must strive to live up to these ideals.

Censured Administrations in the United States

AAUP

INVESTIGATIONS BY THE AMERican Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 Fourteenth St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM *CALIFORNIA*	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY *INDIANA*	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE *FLORIDA*	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
WESLEY COLLEGE *DELAWARE*	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY *NEW JERSEY*	May-June 1995(51-56)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 1995(65-73)	1996
UNIVERSITY OF SOUTHERN CALIFORNIA	November-December 1995(40-51)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (53-58)	1997

Professor Wins Fight for a Job at U. of Arizona

Her dismissal left many uneasy about an experimental branch campus operating without tenure.

BY COURTNEY LEATHERMAN

THE UNIVERSITY OF ARIZONA has finally struck a deal with a well-known professor who was dismissed from its experimental branch campus. What's more, the university has announced it's moving the venture to the main campus.

Professors have criticized the branch campus for not offering tenure, and now faculty leaders plan to reconsider all of its policies.

Last week, Arizona announced that Kali Tal will hold a lectureship at Arizona's main campus for at least the next two years and will be subject to normal peer-review procedures. Dr. Tal's dismissal generated widespread attention because she runs SIXTIES-L, an electronic discussion list about the 1960s with 600 subscribers, and edits the scholarly journal *Viet Nam Generation*. She agreed not to discuss the terms of the settlement except to say, "We all think it's fair, and we're all satisfied with it."

Dr. Tal praised the university's decision to bring the campus back to the main one. "It's clear that the sort of Wild-West law of setting up a new college and not overseeing it is not going to be the way things are done," she said. "That the University of Arizona is asserting control says there's a certain amount of acceptance of responsibility to the profession that's in play right now."

Dr. Tal was hired as one of four "founding faculty members" at Arizona International Campus in 1996. The campus was to be a unique experiment in the state — a public institution offering long-term contracts but no tenure. The campus opened with 48 students enrolled. Dr. Tal was hired as a humanities professor, but within a year she was told that her contract would not be renewed. She complained that she had been hired under one set of conditions and fired under another. She said she had never been reviewed and had never been told why she was not being rehired. The campus's chief executive officer, Celestino Fernandez, said her work had been reviewed. Her appeal to Manuel T. Pacheco, then the president of the university, was turned down.

Even before Dr. Tal's case arose, professors on the main campus had been skeptical of the branch campus — which was to focus on interdisciplinary studies and was intended to become autonomous from the university eventually. But her case brought even more scrutiny to the experimental campus.

When Peter Likins took over as president of Arizona on October 1, he decided that quelling the controversy surrounding Arizona International was a "high priority." In a memo last week to campus officials, he said that even before he assumed the presidency, "It was apparent to me that concerns relating to the Arizona International Campus had become a preoccupation of many people" associated with the university.

Dr. Likins not only negotiated the settlement with Dr. Tal, but laid out a plan for the experimental campus. He said that as of July 1, 1998, the campus would be renamed Arizona International College and would move from a technology park several miles away to the main campus. If the college attracted enough students and state financial support after five years, it would be established as a free-standing institution. He said the university would look internally for a dean to run the newly named college, since Dr. Fernandez turned down the job.

Meanwhile, a faculty committee is meeting to reassess all the personnel policies the experimental campus adopted.

Many tenured faculty members at Arizona say the deal doesn't go far enough. Twenty-seven of them signed a petition titled "A Call To Shut Down The Arizona International Campus." It was written October 1 — before Dr. Likins issued his plan, but not before they had learned of it.

The petition calls the creation of the campus "seriously flawed" and says that moving it to the main campus "would be a big mistake." They have criticized the college's curriculum, the use of part-time professors to fill out the faculty there, and the cost. Their recommendation: "The best thing Arizona can do is to cut its losses and close down the A.I.C." ■

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Le savoir, dites-vous?

Selon Manon Cornellier, dans son article du 21 octobre 1997, le fédéral devrait rétablir les transferts en espèces aux provinces.

L'ATTEINTE IMMINENTE DU déficit zéro à Ottawa semble avoir réveillé les vieux démons libéraux en faveur d'une intrusion fédérale dans les domaines de l'éducation et de la formation. S'il faut en croire les priorités du ministre des Finances et du dernier discours du Trône, les libéraux n'auraient toujours pas appris qu'ils peuvent faire leur part sans pour autant empiéter sur les compétences provinciales.

Depuis qu'il a dévoilé l'ampleur réel du déficit fédéral la semaine dernière, le ministre des Finances Paul Martin n'a que les mots connaissance, recherche et formation à la bouche. En fait, ses fonctionnaires et lui croient qu'Ottawa doit jouer un rôle de «chef de file dans une économie globale fondée sur le savoir».

L'importance accordée par M. Martin à la nouvelle économie du savoir et de l'innovation ne devrait pas nous surprendre puisque le premier Livre rouge libéral, écrit en partie par le ministre, lui faisait une grande place.

Mais depuis, on a connu Paul Martin, le ministre des Finances, celui qui a mis la hache dans les transferts en espèces aux provinces destinés, entre autres, à l'éducation supérieure. Le même qui a réduit, année après année, les budgets fédéraux pour la recherche-développement, les sciences et la technologie. En dollars constants, Ottawa dépensait l'an dernier à peine plus qu'il ne le faisait en 1987, indiquent les données de Statistique Canada.

La création de la Fondation pour l'innovation, juste avant les dernières élections, a permis de corriger momentanément cette courbe descendante. Il s'agit d'un investissement ponctuel de 800 millions dont les revenus permettront de financer la construction et la modernisation d'infrastructures de recherche universitaires et médicales.

Mais les compressions des quatre dernières années ont eu leur effet sur le monde de la recherche fédérale. La semaine dernière, le Conseil national de recherches, dont le budget à été réduit de 76 millions en trois ans, se plaignait de l'exode de ses meilleurs chercheurs vers le secteur privé ou l'étranger et de sa difficulté d'en recruter de nouveaux. Pour remédier à cette situation, il a demandé au Conseil du trésor la permission de verser une prime à 900 scientifiques dont le salaire, après des années de gel, est nettement inférieur à celui offert par les entreprises.

Les libéraux ont tenté de protéger autant que possible les investissements fédéraux en recherche appliquée, à s'associer à l'industrie pour encourager la recherche-développement. À court et à moyen terme, le pays en tirera une rentabilité économique certaine. Malheureusement, la recherche fondamentale effectuée dans les ministères et laboratoires fédéraux a largement écopé. On a mis fin à la recherche fédérale sur les poissons en eaux douces à Winnipeg, à de la recherche nucléaire à Chalk River, ou encore à de la recherche sur les chimpanzés à Ottawa. On a fermé les laboratoires de recherche sur les médicaments et les aliments au ministère de la Santé et réduit environ de moitié les activités de la Commission géologique du Canada, un organisme créé en 1842. Des projets extérieurs ont été affectés, comme la recherche sur la fusion, à Varennes.

La recherche fondamentale constitue pourtant l'assise de la recherche appliquée de l'avenir. Les principes découverts aujourd'hui serviront à des applications dans 10, 15 ou 20 ans. Abandonner ce terrain, c'est se condamner à faire du rattrapage ou encore se résigner à être à la remorque d'autres pays, en particulier dans les secteurs où l'industrie canadienne n'a pas la masse critique nécessaire pour financer des travaux de longue haleine.

La participation du secteur privé connaît aussi des limites, soit celles que lui imposent ses intérêts mercantiles. À moins d'y trouver un avantage, l'industrie ne va pas se lancer à la recherche de nos origines, entreprendre l'approfondissement de notre histoire ou l'exploration du monde vivant.

Si la Fondation pour l'innovation et les mesures fiscales pour les étudiants proposée dans le dernier budget semble bien ciblée, on peut douter des autres solutions offertes aux problèmes de l'accès à l'enseignement supérieur et du sous-financement de la recherche. Ça sent encore trop souvent l'opportunisme ou l'ingérence alors qu'il existe des réponses typiquement fédérales.

D'abord, plutôt que de tenter de réinventer la roue avec le projet de Fondation des bourses d'études du millénaire, Ottawa pourrait simplement restaurer le financement de ses trois conseils subventionnaires dont le tôle est justement de promouvoir et d'appuyer financièrement la techerche universitaire et les études avancées. Et si M. Martin veut qu'Ottawa soit un chef de file, pourquoi ne restaure-t-il pas les budgets de recherche des ministères et des laboratoires fédéraux?

Par ailleurs, la vraie solution aux problèmes financiers des universités, de ses chercheurs et de ses étudiants dont l'endettement est largement dû à la flambée des frais de scolarité, n'est pas de multiplier les programmes visibles mais simplement de rétablir, au moins en partie, les discrets transferts en espèces aux provinces. ■

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GOING PRIVATE

CSU Sells its Computer Infrastructure

According to information released by NetAction in a Dec. 9 action alert the California State University (CSU) system is planning to "hand control of its inter-campus computer and telecommunications system to a private consortia managed by Microsoft and its hardware allies, GTE, Hughes and Fujitsu." More information on the plan can be found at: http://www.cob.sjsu.edu/sip_ceti/.

■

McGill Ponders Move to Private University

Strapped for cash and unable to increase tuition fees, McGill University's leaders are considering radical changes — including a suggestion to turn the 176-year-old institution into Canada's first private university, with annual tuition of $10,000.

That was one of four stark options outlined in a Nov. 7 memo by principal Bernard Shapiro and discussed at a Nov. 24 meeting of the university's two governing bodies.

Funding cuts by the Quebec government over the last four years have been compounded by a freeze on student fees at half the Canadian average, Shapiro wrote in his memo to the board of governors and the senate.

McGill can expect at least another $20 million in funding cuts from Quebec over the next two years, he said.

"What is clear is that the current funding arrangements will not support the kind of university we want to be — a first-class teaching/research institution," Mr. Shapiro said yesterday.

By Elena Cherney — Reprinted with permission, The Gazette, Montreal, December 9, 1997.

■

Mount Allison *Also Considers Going Private*

Mount Allison University in New Brunswick may join McGill University as one of Canada's first privatized places of higher learning.

Both McGill University in Montreal and Mount Allison University are considering ending reliance on government grants in order to maintain their high education standards, but they warn a move to privatize could mean much higher tuition fees.

"If government restricts us unduly, we are faced with the choice of being a run-of-the-mill institution, or going private," Mount Allison president Ian Newbould said yesterday.

Mr. Newbould said Mount Allison, a small undergraduate university in Sackville, New Brunswick, and McGill are among a handful of universities in Canada that are in position to consider going private because their high education standards would make them attractive to students even if their tuition fees were much higher.

Students at McGill and Mount Allison could face tuition fees of as much as $10,000 a year if the universities went private. Mount Allison students currently pay $3,850 a year, while McGill students pay $1,650.

Richard Pound, chairman of McGill's board of governors, said yesterday that privatization is the "radical alternative" among four options being considered. The others are: Lower admission standards to get more students and tuition fees; cutting 120 professors and 200 administrative and support staff; get more money from endowments and raise tuition fees to the Canadian average of $3,200.

McGill has had its provincial funding cut by 25 per cent in recent years. This is compounded by a freeze on tuition fees at half the national average.

By Michael Prentice — Reprinted with permission, Ottawa Citizen, December 10, 1997.

End research secrecy for public good

In his dismissal of our criticism of the research funding system, Mark Bisby pays particular attention to the secrecy of proposals (Letters, December). He asserts that this is needed to protect the ideas of researchers from their competitors. Sorry, but unlike real estate, science does not have property lines.

For the publicly funded MRC the prime concern should be public health. If someone has a good idea which can genuinely contribute to health care there are no compelling reasons why it should be "protected" from the rest of the research community. On the contrary, it should be placed in general circulation as quickly as possible to let other researchers try their hand at its implementation. And if others happen to do it better and faster so much the better for the common good.

Contrary to Bisby's logic, it is precisely the present (secretive) system which allows for a relatively easy misappropriation of ideas by those who have privileged access to the proposals. Numerous cases of this kind were recently reported (e.g., an infamous Immunex-Cistron peer review multimillion dollar litigation, Nature, Nov. 7, 1996). The up-front openness of the proposals and the review process will be a firm guarantee against such happenings.

My suggestion therefore is that the full texts of all proposals (not just short summaries) submitted to MRC be published in the public domain immediately upon their submission. They should be considered officially published by this date with printed copies made available to anyone interested (perhaps for a nominal handling charge).

Not only will such a measure be in the true interest of the public but it will actually strengthen (not weaken) the position of the original author in being assigned due credit, because it eliminates the very possibility of misappropriation (nobody can "steal" from the public domain document).

I believe that the conversion of the funding system to an open proposals format is long overdue and we need a broad discussion of this matter.

ALEXANDER A. BEREZIN
Engineering Physics, McMaster University

Where's the proof that MRC's 'got it right'

I do not hold a brief for A. Berezin and his coauthors who are quite capable of responding for themselves to the assertion of the new director of the MRC Programs Branch that all is well with the peer review process (Letters, December). However, I would like to comment on some of Dr. Bisby's assumptions.

Where *is* the evidence that the MRC's existing practices optimally deploy the resources and talents which are available? On Sept. 29 I attended the Toronto Nobel Symposium, where the president of the MRC proudly related council's accomplishments, including the recent Nobel award to Michael Smith. But if MRC operations had been better organized perhaps we could by now have had 20 or more Nobels, instead of a mere handful. Dr. Bisby asserts that, beyond a certain point, cutting maximum grants in order to fund more researchers is counterproductive.

Where is the evidence on this? There should be plenty of data in MRC files permitting an approach to questions such as whether it is more productive to give one researcher $100,000 or two researchers each $50,000.

Dr. Bisby cites the approval of members of an international blue-ribbon panel as unbiased evidence that all is well. However well intentioned, the judgements of such members may have been influenced by the syllogism: "I am an excellent research, the system recognizes that I am excellent, therefore the system must be excellent." Furthermore, the "experts" consulted by the MRC are, more often than not, expert only in a particular area of research specialization, not in peer review.

As Jevons (1973; *Science Observed*. Allen & Unwin, London) has remarked, asking such people about peer review may be like asking a bird about aerodynamics! In my experience, the knowledge of such experts of the science of peer review is quite elementary. In the 1970s a massive study of peer review was published in the United States, but how many of the "experts" have ever heard of, let alone read, the Kirschstein Report?

Finally, the unkindest cut of all is Dr. Bisby's insinuation that those who press for internal reform of MRC operation are "embittered" by the experience of being unfunded, thus imputing a lack of objectivity. If we are going to have any sort of debate on this subject then such *ad hominem* arguments must be excluded once and for all.

DONALD R. FORSDYKE
Biochemistry, Queen's University

Library takes brunt of cuts at Algoma

As the faculty association representative on the exigency committee, I would like to thank Ron Melchers for his invaluable guidance and service during the investigative process, for the contribution he made in drafting the final unanimous report of the committee, and for the article he wrote for the *Bulletin* ("Algoma University College: Financial Exigency Declaration Averted," December) reporting on the exigency process at Algoma. He accurately observes that "There are lessons to be learned from this experience by other institutions."

The initial offer by CAUT to appoint an external faculty member (i.e., Melchers) to the financial exigency committee was met with skepticism not only by board and administration members, but by some faculty as well. Owing to his tact, his grasp of the local situation and his ability to offer reasonable direction, Melchers was able to steer the process toward an amicable and effective resolution. Without his contribution the process may well have resulted in failure and an ongoing crisis that would have irreparably damaged the credibility of the institution.

It remains to be seen how fairly and forthrightly the recommendations in the financial exigency report will be carried out. Cuts to administrative and support services slightly in excess of the minimally called for $350,000 have been made. However, the process by which these cuts were identified was made entirely by a management group which evaded any consultation with the called-for oversight committee.

The position of chief librarian was eliminated, leaving the Dean to run the library, as neither of the remaining professional librarians have chosen to quit the bargaining unit.

The position of director of student services was also eliminated and the responsibilities of that office reassigned elsewhere in administration.

It was further decided that the office of assistant registrar would be reclassified as a non-management position.

These were the only real cuts made to administration or to administration support services. For the balance of the savings, 5.5 support staff positions were eliminated — all in the library.

In effect, minimal cuts seem to have been made in the area of administration while undue advantage was taken of the financial exigency report citing the library as overstaffed. The heavy hit taken by the library will no doubt seriously hamper its ability to deliver adequate support to students and faculty, especially in the area of audio-visual services (that department has been eliminated).

The faculty complement at Algoma, while small, is by and large highly qualified and accomplished, providing students with the kind of teaching and contact that ought to be envied everywhere. In order to maintain the "quality and diverse undergraduate programs" mentioned in Melcher's article, faculty members shoulder responsibilities beyond the normal call of duty.

Given the present situation of funding cuts, declining enrolments and tuition increases, the solution to Algoma's financial woes is not to pare away at the skeleton faculty, but to further rationalize administrative services, and to restructure the academic program in order to make it even more distinct and attractive to potential students.

R. V. D'AMATO
English/Theatre, Algoma University College

Good review silent on main drawback to enlarging the role of religion

Keith Cassidy's review of George Marsden's books (Bookshelf, November) was one of the most interesting and provocative pieces I have seen on the Bookshelf page. Prof. Cassidy's collection of materials is useful and his ability to summarize complex arguments is impressive. I would call it quite a "friendly" review concluding as it does that what Marsden is seeking is "a truly inclusive scholarship and university curriculum."

One could cite historical examples of religion having quite a different effect on education, but my main reservation is with what is not in the review. I do not see that Prof. Cassidy — or for that matter Marsden — addresses what I believe many would consider the main drawback to enlarging the role of religion in our universities: the fact that religious faith involves an irrational leap into a belief that cannot be proved or, perhaps, understood, as Kirkegaard argued.

This is not to say, of course, that good Jews, Christians, Muslims, Buddhists, etc. cannot be good university teachers, but that to the extent that they put their faith at the centre of their teaching, as Marsden seems to invite and Prof. Cassidy approve, they are introducing an intellectual and spiritual conflict into the heart of our enterprise, whose centre, I take it, is teaching critical thought.

Having said even that much, I realize how much more could be said on both sides. There is at least another book here, and I hope someday to read a review of it in the *Bulletin*. Meantime, thanks for the Cassidy review.

RICHARD BEVIS
Professor Emeritus of English
University of British Columbia

Feminists, too, need rational self-discipline

The article in the November issue, "The Subtleties of Silence Can Be Deafening," reveals the blinders worn by its author.

Professor Bankier nowhere spells out the differences between trying to silence one's critics and legitimate argumentation or valid defence against criticism. And her exhortation that "members of advantaged groups should exercise some self-discipline and put their minds to the merits of the critiques put forward by disadvantaged groups" blatantly ignores individual as opposed to group characteristics.

For example, Professor Bankier asserts that women are disadvantaged in Canadian universities, a highly dubious claim (see, e.g., recent articles by Andrew Irvine and others). But even if it were true, it is just as true that some prominent feminist academics fail to exercise the self-discipline and attention to the merits of arguments recommended in the article.

There have been many criticisms of the methodology, statistics, or interpretations of survey data that purport to show evidence of "chilly climates," or of the need to limit academic freedom in order to maximize "comfort." Such objections are frequently countered merely by pointing out that the critic is a white man.

This line of argument fits Professor Bankier's definition of efforts to silence criticism; perhaps it's time for her and others to abandon the myth that attempts — even successful attempts — to silence critics are the monopoly of so-called "advantaged groups."

PETER SUEDFELD
Psychology, University of British Columbia

My column addressed a specific problem, namely, use of explicit silencing rhetoric by members of advantaged groups to evade issues of discrimination. In self preservation, disadvantaged people must comprehend arguments that advantaged people use to protect their privileges, but when we evaluate them we reject them on their merits. Privileged people use a variety of strategies (e.g. silencing rhetoric, refusal to recognize that climate issues are a recognized part of discrimination law) to avoid addressing disadvantaged people's arguments at all. You cannot evaluate the merits of an argument if you refuse even to put your mind to it. — Jennifer Bankier, Chair, CAUT Status of Women Committee.

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Conference Report

Librarians Grapple with Tough Issues

BY DOROTHY MILNE

STATUS & GOVERNANCE: REalizing Academic Power — What Next? That was the theme of CAUT's Librarians' Conference held in St. John's, Newfoundland, during the first weekend in November.

The theme was developed in many ways as the assembled librarians grappled with the problems which reduced budgets, staffing cuts, rapid technological change and increasingly authoritarian work climates have imposed. The importance of strengthening (and in some cases initiating or restoring) collegial bodies in this climate became clear as a number of case histories were presented.

The hostility of the current political climate to the values of liberal education were noted, as was the role of academic librarians in building and maintaining the resources which support this educational role.

An active partnership of librarians and teaching faculty in senate and on other academic programming committees is now needed more than ever. Governments' demands for expansion of distance education without accompanying library resources is a current example of this need. Librarians need to be more visible on campus, and to explain library issues to the teaching faculty.

In the face of funding cutbacks, the imposition of inappropriate performance indicators, mergers and rationalizations, librarians also need to cooperate with colleagues in other libraries to form regional consortia which can cut costs of materials and services.

However, while greater involvement of librarians in campus-wide program planning and in regional consortia is now needed, staff downsizing and the consequent increases in workload make it difficult for librarians to carry out these planning and analytical tasks. New ways of supporting, mentoring and rewarding the librarians who take on these tasks are needed.

Coping strategies for these and a wide variety of other current problems in academic libraries were discussed.

Topics included: performance reviews and promotion criteria; the liability of libraries under phase three copyright legislation; faculty status; participation by librarians in faculty associations; the near invisibility of academic librarianship as a profession at library schools; retraining of librarians reassigned as a result of downsizing or outsourcing; preparing for the wave of retirements which will start in the next decade as the baby-boom generation retires; and morale problems and workplace stresses.

The predominant message which arose from discussion of stresses and morale problems in academic libraries today was that a balance has to be found between drawing a line in the sand (against ever increasing demands to provide higher levels of services with fewer staff) and making strategic concessions, when necessary, to retain some role in decision-making processes.

Academic librarians need to hone their political skills and to develop a long-term strategy for surviving these difficult times. ■

(Dorothy Milne is head of collections development at Memorial University of Newfoundland library.)

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UNIVERSITY OF VICTORIA

Research Consortium Launches Pre-Budget Lobby

BY PAUL HOUGH

THE CANADIAN CONSORTIUM for Research (CCR) is the name enthusiastically adopted in 1997 for what was previously known as the National Consortium of Educational and Scientific Societies. CCR trips off the tongue much more readily and the name succinctly captures the focus of the 24 member organizations.

With the federal budget provisions beginning to take shape the consortium's annual lobby effort in November is essential. Last year the work leading up to the lobby meetings started in earnest in the summer.

Building on the successful approach implemented in 1996 of working closely with the AUCC, CAUT, HSSFC and the graduate student bodies, a joint lobby platform was prepared. This document, *Sustaining Canada as an Innovative Society: An Action Agenda*, is available at www.aucc.ca and www.hssfc.ca.

The emphasis is on support for basic research through substantial but staged increases to the budgets of the three granting councils. Besides spelling out the need for more research support, the document highlights complementary programs for establishing research careers and for international collaborations and studies.

Having a document that concisely sets out the research community's priority areas is essential. It ensures that the important points are front and centre, it underlines the reality that the research world has its act together, and it provides the base for lobby kits and meetings.

The groups noted above made collective presentations to the House Finance Committee in its pre-budget deliberations, and to the Industry Committee which is keenly interested in science and technology. This common front across the disciplines is having a real impact — witness the specific highlighting of our joint proposals in the report of the Finance Committee.

This year, we concentrated on meeting with key ministers (John Manley, Allan Rock, Paul Martin and Ron Duhamel), as well as MPs and senior departmental officials from the PMO, Finance and Industry and Health. We also met with all of the opposition parties, including group sessions with both the Bloc Québecois and Reform Party.

So what did we find or hear? There were several counterbalancing messages received. Virtually everyone, in all parties, agrees that research is important and deserves more support. However, within the government there exists a great reluctance to make decisions that appear to reverse those made during program review, and within other parties it is a question of whether R&D is a high enough priority compared to debt reduction or whatever.

What will happen? The crystal ball is cloudy, but with luck the planned cuts to the councils will not be implemented, or if they are, a compensating fund or mechanism will appear.

However, the longer term commitments that have been proposed, and are so essential, may not materialize and the consortium is formulating a strategic plan for the coming year. ■

(Paul Hough is Chair of the Canadian Consortium for Research)

A Tale from Carleton U.

FROM PAGE 3

as a trade off for other concessions, that merely acknowledging senate's power to close academic programs (a power which senate in fact already possessed) would not result in any significant change.

We were wrong. Had we maintained the financial stringency clauses unaltered, Carleton's administration would have faced a much graver decision in order to proceed with layoffs of tenured staff. Of course, given the extent of the university's financial problems, there is no guarantee that even those clauses would have prevented layoffs. We are obliged to admit that there is merit to the administration's case that targeted, vertical cuts will be less disruptive than the alternative of across-the-board dismissals (and awful publicity) that would follow a declaration of financial stringency.

Nevertheless the fact remains that our decision in 1996 made it significantly easier for the administration to bring forward a financial plan that included the dismissal of tenured faculty.

A second mistake arose from our failure to develop a credible budgetary alternative to the administration's recovery plan. We did not realize early enough that we had to challenge immediately the two key assumptions underlying that plan: namely, that salvation was to be found only by cutting costs, not by increasing revenues; and that deficits had to end in 1998 so that a series of surpluses could be generated afterwards. Once this self-imposed payback schedule was converted into a board-sanctioned "mandate," the administration could argue that program closures and layoffs were "inevitable" in order to meet the 1998 deadline.

Moreover, this "final step" to recovery was presented as involving the sacrifice of only a small number of programs and people. Indeed, President Van Loon was tireless in insisting that these layoffs were a one-time measure: "We will not do this again" are the words he used to reassure academic staff at a general faculty board this fall. This approach — emphasizing the inevitability of cuts while at the same time stressing their selective and one-time character — encouraged a reaction along the lines of "well, it's too bad, but it can't be helped — and at least it's not me."

The faculty association is currently negotiating with the administration with a view to minimizing the actual number of layoffs and maximizing the possibilities for retraining and internal transfer. At the time of writing, the results are inconclusive but the tenor of the talks indicates the administration is not disposed to take a particularly generous approach to the matter.

At the same time we have we asked President Van Loon to incorporate his previous statements about "not doing this again" into a formal undertaking to the faculty association not to seek further program closures or layoffs.

Prior to the critical senate meeting, the president's categorical declarations that such measures would not be repeated constituted perhaps the strongest argument in the administration's armoury. It effectively neutralized the alternative interpretation that what the administration was really after was a precedent on which to base a second and more extensive round of layoffs next year.

In short, we are now asking the president to show that his statements were genuine promises, not tactical ploys. Despite our differences we have no wish to doubt his good faith. That is why we are providing Dr. Van Loon with a public opportunity to dispel the rumours about further program closures by consolidating his earlier statements into a formal promise.

We have called a general meeting of the faculty association for Jan. 16. We earnestly hope that at that meeting we will be in a position to convey the president's undertaking to our members. In the absence of such an assurance the entire position of the faculty association in regard to this year's round of collective bargaining will have to be revised in a fundamental and far-reaching way. ■

(E. Peter Fitzgerald is president of the Carleton University Academic Staff Association.)

Un récit édifiant de Carleton

SUITE DE LA PAGE 3

les deux hypothèses fondamentales sous-tendant le plan : que c'est notamment en réduisant les dépenses et non pas en augmentant les revenus que l'on trouvetait le salut et que le déficit devait être épongé en 1998 afin de pouvoir créer des surplus par la suite.

Dès la conversion du programme de remboursement auto-imposé en un «mandat» sanctionné par le conseil d'administration, l'administration pouvait invoquer le caractère inévitable des licenciements et de l'abolition des programmes avant l'échéance de 1998.

De plus, on a donné l'assurance que seul un petit nombre de programmes et de postes serait sacrifié à l'étape finale du redressement. D'ailleurs, le recteur a sans cesse insisté sur le caractère unique de ces licenciements.

«Nous ne le ferons plus», a-t-il promis pour rassurer le personnel universitaire lors d'une assemblée générale du conseil de faculté à l'automne. Cette façon de présenter la situation en mettant l'accent sur l'inévitabilité des compressions tout en soulignant leur caractère unique et sélectif a donné lieu à des réactions du genre «bien c'est tant pis, on n'y peut rien — et au moins ce n'est pas moi».

L'association des professeurs négocie présentement avec l'administration dans le but de réduire le nombre réel de licenciements et d'augmenter les possibilités de recyclage et de mutations internes. Au moment de la rédaction du présent article, les résultats étaient peu concluants. Le négociateur a fait savoir que l'administration n'était pas disposée à faire particulièrement montre de générosité dans cette affaire.

Par la même occasion, nous avons demandé au recteur Van Loon de donner suite à sa promesse en s'engageant officiellement envers l'association des professeurs à ne plus abolir d'autres programmes ni à faire d'autres licenciements.

Avant la réunion fatidique du conseil d'université, les promesses catégoriques du recteur constituaient peut-être l'arme la plus puissante de l'arsenal de l'administration. Ses déclarations ont efficacement neutralisé l'autre interprétation selon laquelle l'administration avait plutôt l'intention de créer un précédent pour amener des licenciements supplémentaires l'année prochaine, plus considérables cette fois.

Nous demandons maintenant au recteur de prouver que ses promesses étaient sincères et qu'elles n'étaient pas un stratagème. Malgré les différences qui nous opposent, nous ne souhaitons pas douter de sa bonne foi. Nous fournissons donc en ces pages à M. Van Loon l'occasion de dissipet publiquement les rumeurs sur l'abolition d'autres programmes en consolidant ses déclarations antérieures en une promesse officielle.

Nous avons convoqué une assemblée générale de l'association des professeurs pour le 16 janvier. Nous espérons instamment pouvoir présenter à nos membres l'engagement du recteur. Si l'assurance que nous demandons ne se concrétise pas, l'association devra revoir en profondeur toute sa position à l'égard de la ronde de négociations de cette année. ■

(E. Peter Fitzgerald est président de la Carleton University Academic Staff Association.)

CAUT 1997 INCOME TAX GUIDE

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Federal Merit Awards for Employment Equity Initiatives

THE MINISTRY OF HUMAN Resources Development has announced the 1997 merit award winners for initiatives in employment equity, undertaken under the Federal Contractors Program. Human Resources Development Canada (HRDC) has established two types of awards: Vision Awards and Certificates of Merit. This year, the University of British Columbia received a Vision Award and the University of Windsor received a Certificate of Merit.

Federal Contractors Program

The Federal Contractors Program and the Employment Equity Act have been in place for over 10 years. The main objective of the Federal Contractors Program is ro ensute that major contractors who do business with the Government of Canada achieve and maintain employment equity in their workforce. The program applies ro contractors who employ at least 100 people and who wish ro bid on federal contracts worth at least $200,000. As a condition of their bid, these contractors must commit themselves to implementing employment equity and to achieving a fair and representative workforce. If employment equity measures are not created and implemented, the contractor may lose the opportunity to compete for future government business.

Merit Awards

According to information from HRDC, ovet the past ten years, "employers have made special efforts to achieve a representative workforce. To honour those special efforts, the Government of Canada introduced its annual merit awards program in 1990. The Employment Equity Vision Awards and Certificates of Merit are granted to organizations in recognition of special achievements in implementing employment equity."

HRDC states that "rhe companies and organizations honoured this year by the Labour Branch of Human Resources Development Canada clearly understand the benefits of making the best use of human resources. By going beyond the tradirional approaches to human resource management, these employment equity practitioners have carried out leading-edge work — not only in managing diversity, complexity and change but also in capitalizing on them."

Vision Award Winners

"The Vision Awards are given in recognition of the creative and innovative approaches taken to implement equity and fairness in the workplace." The following companies and institutions received Vision Awards in 1997:

Carrier Canada Limited; General Motors of Canada Limited & CAW-Canada; Microsoft Canada Co.; The University of British Columbia.

HRDC states that "the University of British Columbia is one of Canada's leading universities and one of rhe world's most highly respected institutions of advanced learning and research. Employing over 15,000 people, UBC holds individual achievement and merit as fundamental considerations in recruitment and retention of their faculty and staff.

"The success of the university's employment equity program is founded on providing a fair and equitable workplace and offering all individuals full opportunity to develop their potential. Counselling services, religious accommodation, a harassment-free work environment, and a family leave program are only some of the features of the organization's work environment. In 1996, UBC not only achieved workforce representation of members of the designated employment equity groups but also established a new Equity Enhancement Fund designed to support departments in achieving employment/educational equity goals. In addition, UBC works to ensure the adoption of monitoring and accountability mechanisms to evaluate and adjust employment equity programs.

"With numerous changes to employment equity policies and senior level commitment to all initiatives, the University of British Columbia continues its efforts to identify and eliminate discriminatory barriers that interfere with employment opportunities in all jobs and at all levels."

Certificates of Merit Winners

"The Certificates of Merit are awarded in recognition of special and continuing efforts toward attaining a representative workforce." The following companies and institutions received Certificates of Merit in 1997: Andersen Consulting; Diesel Division, General Motors of Canada Limited; Husky Oil Ltd.; ORTECH Corporation; Rogers Broadcasting Limited; Sun Life Assurance Company of Canada; The National Life Assurance Company of Canada; University of Windsor.

HRDC states that "the University of Windsor is a leading Canadian teaching and research institution, with a staff of almost 1,200. Operating with two very distinct workforces, the university's Employment Equity Infrastructure includes a Presidential Commission of Employment Equity, which monitors the entire hiring process and employment equity procedute. The Employment Equity Procedures Assessors monitor all employment status processes, assist committees in applying fair equity procedures and report to the Presidential Commission. Recognizing that the university workforce does not directly match the workforce of corporations and governments, the University of Windsor has developed a plan that is unique, pioneering and, most importantly, successful." ■

Source: HRDC at http://www.hrdc-drhc.gc.ca (programs and services; labour program; workplace equity). Information about the Employment Equity Act and Regulations is also available at this site.

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ACCOUNTING & FINANCE

BROCK UNIVERSITY invites applications for a tenure-track position at the Assistant Professor level, starting July 1, 1998, and subject to final budgetary approval. Qualifications include a doctorate in accounting, by the starting date, and a commitment to classroom excellence and to quality research. The Department offers Bachelor of Accounting, Bachelor of Accounting, with a co-op option, and BBA (Accounting) degrees. The department is preparing to offer a Master of Accounting program in 1998. Brock University is committed to a positive action policy aimed at reducing gender imbalance in Faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until the position is filled. Submit your application, along with a curriculum vitae and the names of three referees, to: Dr. Paul Scarbrough, Chair, Department of Accounting and Finance, Brock University, St. Catharines, Ontario L2S 3A1; E-Mail (preferred): pscarbro@peregrine.bus.brocku.ca

ADMINISTRATIVE STUDIES

YORK UNIVERSITY — Atkinson College, Department of Administrative Studies, invites applications for a tenure stream appointment to commence September 1, 1998. This appointment is subject to budgetary approval by the University. Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, through evening courses and both evening and day time courses in the Summer. Applicants should possess a PhD in Management or Administrative Studies. Recent university level teaching experience and involvement in a research and publication programme are essential. Candidates will be expected to teach and coordinate the introductory course in Administrative Studies. There are approximately 1800 to 2000 students enrolled in this course over three terms (Fall: September 1 - December 31; Winter: January 1 - April 30; Summer: May 1 - August 31). The successful candidate will be expected to coordinate the activities of part-time course directors, tutors and markers involved in the presentation of this course. In addition, the candidate will be expected to take an active role in teaching and developing the course in several different formats. Candidates should have an interdisciplinary background which would allow them to bridge the areas of general management, policy and organizational behaviour. Applicants should mail or fax a letter indicating interest, a curriculum vitae and names, addresses and telephone numbers of three referees to: Professor Henry Bartel, Chair, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Phone: (416) 736-5210. Fax: (416 736 5963). The search process will continue until a suitable candidate is found. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Adult Education, St. Francis Xavier University, invites applications for a tenure track position at the rank of Assistant Professor. Applicants holding a doctoral degree in adult education with practice experience are preferred. The Master of Adult Education program has a self-directed and professional development focus and is delivered via distance education. The position requires a comprehensive knowledge of learning theory, adult education foundations and practice. Duties include supervision of graduate students, facilitation of orientation sessions, and research. Salary is dependent on qualifications and experience. The position is subject to budgetary approval. Please submit a letter of application together with a curriculum vitae and the names of three referees to: Dr. Marie A. Gillen, Chair, Department of Adult Education, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. St. Francis Xavier University is an equal opportunity employer.

AGRICULTURAL ECONOMICS & BUSINESS

UNIVERSITY OF GUELPH — Department of Agricultural Economics and Business, Agricultural Business (Accounting and Finance), Assistant Professor. A tenure track position with teaching and research responsibilities predominantly in accounting and financial management. Additional expertise in operations management or business strategy would be an asset. The incumbent will be part of a team with teaching responsibilities in diploma, undergraduate and graduate courses. The successful candidate will be expected to develop a research program on problems important to Ontario Agricultural businesses. Qualifications: a Ph.D. with an emphasis on finance and accounting and demonstrated ability to conduct independent research, or, a professional designation and an MBA with distinguished industry experience. Applications should include a curriculum vitae, a brief description of career interests, transcripts and three letters of reference. They should be sent to: Dr. Karl Meilke, Acting Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Applications should be received by March 31, 1998, with a starting date of July 1, 1998 or until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ANTHROPOLOGY

THE UNIVERSITY OF WINNIPEG — The Department of Anthropology. The University of Winnipeg, invites applications for a 12 month sessional position, at the rank of Lecturer or Assistant Professor subject to budgetary approval, this appointment is effective August 1, 1998. Salary commensurate with qualifications and experience. Minimally, applicants should have completed all PhD requirements but the dissertation. The successful candidate must have a strong commitment to undergraduate teaching. The Department invites applicants from all fields of archaeology, but is particularly interested in individuals with a strong background in North American archaeology. That individual will teach a section of Intro Anthropology, plus two additional courses from the following: North American Archaeology; Archaeological Problems: Method and Theory; or a Special Topics Archaeology course. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by January 31, 1998, send a curriculum vitae, including three letters of reference, and a sample of research writing to: Dr. Persis Clarkson, Co-Chair, Personnel Committee, Anthropology Dept., The University of Winnipeg, 515 Portage Ave., Winnipeg, MB R3B 2E9, fax (204) 774-4134.

THE UNIVERSITY OF WINNIPEG — The Department of Anthropology. The University of Winnipeg, invites applications for a probationary tenure track position, at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1998. Salary commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and maintain an active research program. The Department invites applicants from all fields of sociocultural anthropology and/or ethnohistory, but is particularly interested in individuals with a strong background in current theory, whose concerns are primarily with the cultures of the Canadian prairies. Someone with strength in local applications of theoretical and analytical perspectives will assist us in attracting students who are interested in enhancing their training with concrete, practical research opportunities, and those who seek greater understanding of their own milieux. Collaborative and interdisciplinary opportunities are available, such as with the Margaret Laurence Chair in Women's Studies, the Rupertsland Centre, and the Urban and Environmental Studies programmes at The University of Winnipeg. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. We welcome applications from women and minorities underrepresented in the University. Interested candidates should, by January 31, 1998, send a curriculum vitae, including three letters of reference, and a sample of research/writing to Dr. Persis Clarkson, Co-Chair, Personnel Committee, Anthropology Dept., The University of Winnipeg, 515 Portage Ave., Winnipeg, MB R3B 2E9, fax (204) 774-4134.

UNIVERSITY OF ALBERTA — The Department of Anthropology. University of Alberta, seeks a social-cultural anthropologist with research and teaching strengths in one or more of the following: medical anthropology (both biological and cultural perspectives are of interest); applied

DEAN, SCHOOL OF FINE ARTS

University of Lethbridge

The University of Lethbridge invites applications for the position of **Dean, as Director of the School of Fine Arts.**

The Dean will provide superior administrative competence and imaginative leadership in encouraging scholarship, creativity and excellence in teaching within the School of Fine Arts and initiative in developing effective relationships with external cultural, educational and business communities. Responsible for administering a budget of $3 million, the Dean reports to the Vice-President (Academic) and works within a university committed to a quality liberal education for undergraduate students.

The School of Fine Arts is one of five faculties and schools on a campus of about 5,300 undergraduate students and a limited number of graduate students. The School consists of the Divisions of Music, Art, and Theatre and Dramatic Arts, the University Art Gallery, the Music Conservatory and the University Theatres. The School offers a variety of degrees, including B.F.A degrees in Art and Dramatic Arts, a B.Mus. degree, combined B.F.A/B.Ed. and B.Mus./B.Ed. degrees with the Faculty of Education, and majors in Art, Music and Drama for the B.A degree. There are approximately 135 students with a major within the Fine Arts and a total enrollment of 1,801 in the School, which is located on campus in the Centre for the Arts.

The University seeks a Dean with a significant record of teaching and administrative ability and strong academic, scholarly and creative achievement and who is eligible for tenure at the rank of Professor. Preference will be given to those applicants with an earned doctorate or equivalent.

This is a five-year renewable term position beginning September 1, 1998 or by agreement. Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three references, should be sent in confidence to arrive no later than **February 2, 1998.**

Howard E. Tennant, Ph.D.
President and Vice-Chancellor
The University of Lethbridge
Lethbridge, Alberta T1K 3M4
email: Tennant@uleth.ca
U of L home page: http://home.uleth.ca

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.

Assistant/Associate Professor, Distance Education

Athabasca University, Canada's Open University™ invites applications for an academic appointment in its Centre for Distance Education.

The successful candidate will participate in the design, development, delivery, and evaluation of graduate level courses in the Master of Distance Education program. In addition, he/she will have responsibilities for: advising and supervising graduate students; program research and evaluation; research and evaluation in other areas of distance education; and other activities as required.

Athabasca University and the Centre for Distance Education are recognized nationally and internationally in the field of distance education. The Centre's mandate includes the delivery of a Master's degree in Distance Education as well as research and development in distance education in areas such as: learning systems design; instructional materials development; human factors in education; and/or research and evaluation methodologies.

Applicants should possess a Ph.D. Expertise and experience in distance education and in one or more of the following areas would be an asset: computer applications to education; instructional systems design; human factors in education; and/or research and evaluation methodologies.

This is an academic appointment. Rank and salary will be determined based on the applicant's qualifications and experience.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: **Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3. The closing date for applications is March 16, 1998.** Further information about this position may be obtained from Dr. Bob Spencer: phone, (403) 675-6238; fax, (403) 675-6170, or e-mail, bobs@cs.athabascau.ca.

Athabasca University
Canada's Open University™

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CAUT BULLETIN

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anthropology; gender; development; science; technology and environment. The area of geographic specialization is open. The successful candidate will hold a PhD by time of appointment, and ideally will have demonstrated competence in undergraduate teaching and interest in graduate supervision, as well as a record of publications. For junior staff and active researchers, the teaching load in the Department is normally four courses per year (two per 13 week term), with all staff expected to teach a variety of topical, method, and theory courses at the junior and senior undergraduate levels. This will normally include team-taught enrolment introductory classes in general anthropology, as well as graduate seminars. Further information on the department is available at http://www.ualberta.ca/~anthropo/intro.html. This tenure-stream appointment will be made at the Assistant Professor rank (1998-99 annual salary range is $40,638-$57,510), effective July 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter describing areas of teaching and research interest, a curriculum vitae, samples of publications and assessments of teaching performance if available, and the names of three referees, must be received no later than February 16, 1998 by Dr. David Lubell, Chair, Department of Anthropology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4 Tel: (403) 492-2368, Fax: (403) 492-5273, E-mail: david.lubell@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ST. THOMAS UNIVERSITY — The Department of Anthropology at St. Thomas University invites applications for a tenure-track position at the assistant professor level, commencing July 1, 1998. St. Thomas University is a small, undergraduate, liberal arts university where excellence in teaching is an institutional priority. The department is seeking an anthropologist with a commitment to teaching in the liberal arts tradition, and to leadership in the development of the anthropology programme. The successful candidate should be able to teach qualitative research methods and innovative topical courses. Other responsibilities include honours thesis and research supervision, developing an emphasis on field methods, and guiding students in a variety of research projects. A PhD is required. Please submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Richard Costello, Acting Chair, Department of Anthropology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: February 28, 1998, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

ARCHAEOLOGY

UNIVERSITY OF CALGARY — Pending Budget Approval, Assistant Professor Position, Mexican/North Central American Colonial Archaeologist. The University of Calgary Department of Archaeology invites applications for a tenure track position, at the rank of Assistant Professor to teach in the areas of Colonial Period archaeology, historical archaeology, ethnohistory and Colonial Mexican history at both the graduate and undergraduate levels. The successful applicant will develop a graduate program in historical archaeology, will have a record of research in the same field, and should be capable of supervising graduate students pursuing historical archaeology elsewhere in the Americas. She or he will participate in the University's Latin American Studies program. It is desirable that the applicant be able to teach undergraduate courses in Mesoamerican prehistory. PhD must be completed by start of appointment. The University of Calgary is committed to employment equity. The appointment will commence 1st July 1998. Applicants should send a letter of application, curriculum vitae, and the names of three referees, by February 1, 1998 to: Dr. Nicholas David, Acting Head, Department of Archaeology, The University of Calgary, Calgary AB Canada T2N 1N4; Tel: (403) 220-4858.

ART & DESIGN

UNIVERSITY OF ALBERTA — The Department of Art and Design invites applications for a tenure-track position in contemporary design history, theory and criticism at the Assistant Professor level (current salary at floor level $39,490). Since this position has been previously advertised, the deadline will remain open until a suitable candidate is found. Applicants for this position should have teaching experience at both undergraduate and graduate levels and a relevant PhD, or an equivalent background in research and publication. Applicants should also have a well formulated new or ongoing research program. The successful candidate will be expected to teach design history, theory and criticism to students studying the practice of industrial design and visual communication design within the department's undergraduate Bachelor of Design degree, and graduate Master of Design degree, and to students taking other degree programs operating within the department. In addition, the successful candidate will be expected to continue with and develop an advanced program of research to complement and add to that being carried out by existing faculty and graduate students. Proposed research programs that involve or include the linkage between design and other disciplines will be particularly welcome. The successful candidate will be expected to design and develop the curriculum for the area of appointment, and to actively contribute to the international discourse in design history, theory and criticism. Applications, including a CV and three letters of reference, evidence of teaching effectiveness, copies of recent publications and a proposal for a program of research to be sent to: Dr. Desmond Rochfort, Professor and Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. For further information contact Dr. Desmond Rochfort at: Tel: (403) 492-4583, Fax: (403) 492-7870, E-mail: drochfor@gpu.srv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Art and Design is in the process of an extensive development of its undergraduate and graduate design degrees (BDes and MDes). Its aim is to ensure for faculty, graduate and undergraduate students studying design, the most challenging intellectual environment, rigorous research aimed at extending the frontiers of design thinking and applications and teaching of the very highest standards. The Department of Design therefore invites applications at the Assistant Professor level (salary range $39,490 - $55,882) for a tenure-track position in industrial design. We hope to appoint in July, 1998. This position will be in the area of product development and systems design with a special emphasis on user centred approaches. Applicants should preferably have their first degree in industrial design (those with a BSc in industrial design will be particularly welcome), and a post graduate degree (PhD or Masters) in either engineering, computing science, architecture or industrial design. The successful applicant will be expected, both at the undergraduate and graduate level, to teach in and develop the curriculum area of product development and systems design, where the emphasis will be on product use and the user. The successful candidate will be one who is able to develop the teaching of this area within a CAD environment and therefore must have experience in computer aided design with a well developed knowledge and experience of current software applications as they relate to product development and systems design, imaging and visualization. Contributions to the teaching of design fundamentals will also be expected. The successful candidate will have a strong record of research, together with scholarly publications or proven product development or systems design experience. Those with research interests that link design to other disciplines, whether in the social sciences (psychology or sociology) or in ergonomics, engineering-computing science or business will be particularly welcome. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a CV and three letters of reference, evidence of teaching effectiveness, copies of recent publications or evidence of product and/or systems design experience to be sent by March 1, 1998 to: Dr. Desmond Rochfort, Professor and Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. For more information, contact Dr. Rochfort at: Tel: (403) 492-4583, Fax: (403) 492-7870, E-mail: drochfor@gpu.srv.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ART HISTORY

MCGILL UNIVERSITY searches for an Assistant Professor in 18th to 20th-century Art, replacement for the period September 1, 1998 - May 31, 1999. Required: Ph.D. and strong record of quality teaching and research. An awareness of methodology is expected. Teaching responsibilities include work at the undergraduate and graduate levels. Candidates for this position must have full oral and written competence in both English and French. Application deadline is February 28, 1998, or until position has been filled. Please send application, statement of teaching philosophy/methods and two letters of reference to: Chair, Department of Art History, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T6; Tel.: (514) 398-6541; Fax.: (514) 398-7247. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CONCORDIA UNIVERSITY — The Department of Art History invites applications for two tenure-track positions at the Assistant Professor level, to be filled by 1 June, 1998. Candidates must hold a completed Ph.D., have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of M.A. students who are undertaking thesis in North American art and architecture. They should be able to function in the bilingual environment of our new doctoral programme, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory, we are seeking art historians who share this orientation and who also appreciate the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada. Specific fields and periods of expertise are not being defined for these two positions, as the Department could benefit from a number of profiles. We shall look closely at individuals whose work addresses issues which have arisen out of recent theoretical debates in the discipline, and who are concerned with more than one form of production, drawn from the full range of traditional and "new" mediums. Interdisciplinary approaches will also be of particular interest. Please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr. Catherine MacKenzie, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 by January 30, 1998. You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture and a graduate seminar. In accordance with Canadian Immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ASIAN RESEARCH

UNIVERSITY OF BRITISH COLUMBIA, Vancouver, Canada. The Institute of Asian Research (IAR) announces a visiting position for 1998-99 (with a possible one year extension). Candidates should have a strong research interest in China. All disciplines will be considered. Duties: research and part-time teaching (the amount of teaching is negotiable). Qualifications: PhD, university teaching experience, and research achievement in disciplinary and area studies commensurate with experience. Starting date: July 1, 1998 (preferable) or January 1, 1999. Rank and salary appropriate to qualifications and experience. Limited allowance for moving. Preference given to those holding regular positions at other universities. Applications, including curriculum vita, names of references and samples of research papers, should be submitted by February 28, 1998. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Contact: Professor Samuel P.S. Ho, Institute of Asian Research, UBC, C.K. Choi Building, 1855 West Mall, Vancouver, BC, Canada V6T 1Z2.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF CALGARY — The Department of Biological Sciences at The University of Calgary invites applications for a tenure-track faculty position (Instructor II) with expertise in Botany and Microbiology (salary range $37,400-$7,266). The position is available July 1st, 1998 and is open to applicants who are committed to taking a leadership role in our core Biological Sciences curriculum. The successful candidate will be a dynamic lecturer with interests in undergraduate curriculum design, laboratory development, and computer-assisted learning. Applicants should possess a doctorate in either Botany or Microbiology, and significant expertise in the other area. Postdoctoral and/or teaching experience is a definite asset. Our Department (see http://www.ucalgary.ca/UofC/faculties/SCB/ for more information) has approximately 900 Biological Sciences majors and requires that all majors complete a set of five core courses as part of their training. The successful applicant will be primarily involved in the first two of these courses in the core sequence, and will have the skills necessary to manage a diverse team dedicated to their delivery. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. A complete application should consist of: curriculum vitae including an e-mail address, a short statement of teaching interests, and a teaching dossier. Candidates should arrange to have three letters of reference sent to the address below. The closing date for receipt of the complete application package and the three letters of reference is February 27, 1998. Please send your application package to: Dr. A.P. Russell, Head, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4. Facsimile: 403-289-9311.

BIOLOGY

TRENT UNIVERSITY invites applications for a tenure-track position in the Department of Biology at the rank of Assistant Professor to start July 1, 1998, subject to budgetary approval. A completed Ph.D. is required. Preference will be given to applicants with a strong commitment to and interest in undergraduate teaching, combined with an active research program. We are seeking a candidate specializing in plant or animal population ecology with emphasis in mathematical ecology and modelling, or plant systematics and evolution. Research interests should complement those of existing faculty. The successful applicant will have the opportunity to supervise graduate students (M.Sc. or Ph.D.) within the interdisciplinary Applications in Modelling or Watershed Ecosystems Graduate Programs, and will be expected to apply for external funding support for their research. Teaching duties will include biogeography and/or conservation biology and participation in introductory biology courses. This person will also be expected to develop an upper-year half course in an area of specialization beginning in the second year of the appointment. Trent is a small liberal arts and sciences university located in the Kawartha Lakes region of central Ontario. The salary scale for the floor of the Assistant Professor rank is currently $42,025 per annum. Send letter of application, brief statement of research interests and teaching experience, curriculum vitae and the names and addresses (including fax numbers and e-mail addresses) of three referees to: Dr. Erica Nol, Chair, Dept. of Biology, Trent University, Peterborough, Ontario, Canada, K9J 7B8 (e-mail enquiries: ENOL@TRENTU.CA). Closing date for applications is March 2, 1998. Trent University is an employment equity employer, and especially invites applications from qualified women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF OTTAWA invites applications for a full-time, tenure-track position in environmental science with an appointment to the Department of Biology at the Assistant Professor level, to commence 1 July 1998. The successful

Chair

Department of Clinical Epidemiology and Biostatistics

The Faculty of Health Sciences is seeking a Chair, Department of Clinical Epidemiology and Biostatistics. The interdisciplinary department maintains a high profile within the discipline both nationally and internationally. It is characterized by a high level of creativity and a keen sense of purpose and mission.

The successful candidate will be responsible for the administration of the department, maintaining and strengthening the education and research programmes, and the continuing development of a strong department within the Faculty and the University.

Applications and nominations including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees may be forwarded by **February 28, 1998,** to: **Dr. R. Joffe, Deen and Vice President, Faculty of Health Sciences, c/o Mrs. L. Fielding, Room 2E5C, HSC, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5**

For more information about the Faculty, visit our Web-site at: www.fhs.mcmaster.ca

In accordance with Canadian immigration requiramants, this advertisemant is directed to Canadian citizens and permanent residents of Canade.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equel opportunity employer"

McMaster University

INSTRUCTOR — OCCUPATIONAL THERAPY
SCHOOL OF REHABILITATION SCIENCES

Applications are invited for the post of Instructor (tenure track) in the Division of Occupational Therapy, to teach courses at the undergraduate level. The successful candidate must be eligible for an administrative appointment as Division Head. The Division Head works closely with faculty, staff, students and the wider university and health care community to provide leadership within the occupational therapy program and to promote excellence in the preparation of competent health professionals in the field of occupational therapy.

The successful candidate must be eligible to practice occupational therapy, be a member in good standing of the Canadian Association of Occupational Therapists (CAOT), and must possess a graduate degree in a related area. A minimum of five years of recent management experience is required, including human resource management and budget preparation and control. Experience in scholarly publications and fund raising is an asset.

This is a full-time tenure track position with an anticipated start date of January 1, 1998, subject to final budgetary approval. The administrative appointment will be for a period of five years (renewable).

An appointment may be considered at a professorial rank, depending on the qualifications. Salary will be commensurate with qualifications and experience.

Please forward your curriculum vitae to **Dr. Anne Carswell, Acting Director, School of Rehabilitation Sciences, T325, 2211 Wesbrook Mall, Vancouver, B.C., V6T 2B5.** Closing date: **March 15, 1998.**

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply.

Faculty of Social Work **University of Toronto**

Norman & Honey Schipper Chair in Gerontological Social Work at Baycrest Centre & the University of Toronto

The Faculty of Social Work, University of Toronto, in conjunction with the Ben and Hilda Katz Centre for Gerontological Social Work, is seeking applicants for the Norman and Honey Schipper Chair in Gerontological Social Work. Candidates will be expected to build and direct an internationally recognized research and educational program in practice and policy issues related to social work services for the elderly and their families at the Katz Centre for Gerontological Social Work, located at Baycrest Centre for Geriatric Care. The successful candidate will be appointed at the associate or full professor level in a tenure position at the University of Toronto. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement.

Candidates should have a doctorate in Social Work or a field compatible with Social Work; clinical social work experience with the elderly an asset; an active research program in gerontological studies related social work practice and policy; international reputation with demonstrated ability to attract external research funding; and an excellent publication record in high quality peer reviewed journals.

The recently endowed Katz Centre for Gerontological Social Work is a joint program of the Faculty of Social Work, University of Toronto and the Baycrest Centre for Geriatric Care. Its mission is to strengthen the contribution of social work to the field of aging by focusing on individual and family issues experienced by older people. Additional information about the position, the University of Toronto, the Faculty of Social Work, and Baycrest Centre for Geriatric Care is available at http://www.utoronto.ca/facsocwk or by calling 416-978-3255.

Faculty of Social Work Position in Child & Family

Applications are invited for one tenure stream appointment at the associate professor level, starting date to be negotiated. Candidates with scholarship and research in the area of child and family are being sought. The successful applicant will teach in the masters and the doctoral programs. Candidates should have a doctorate in Social Work or a field compatible with Social Work, and a national or international reputation in research and publication.

All candidates should have extensive experience in teaching. The ability to teach in a variety of courses within the area of child and family is particularly desirable. Topics of relevance in this area include child poverty, child abuse and neglect, child development, daycare, family policy and family intervention. The position offers an opportunity to contribute to the Faculty's commitment to knowledge building for practice in the area of child and family. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement.

Applicants for both positions are invited to submit by **March 10, 1998**, a curriculum vitae, three letters of reference, and a letter outlining their research, teaching and professional expertise in these areas. Applications should be sent to **Dr. Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor St. W., Toronto, Ontario M5S 1A1.**

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. This is an international search but in accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada.

ANNONCES CLASSÉES

candidate will participate in undergraduate/graduate teaching, and research in the ecology and environmental science programs. Areas of particular research interest include ecotoxicology, plant ecology, and the evaluation of human impacts on ecosystems. The University plans to apply for a major grant from the Canadian Foundation for Innovation to enhance existing analytic capabilities and infrastructural support for two recently-appointed Industrial Chairs in environmental science as well as the current position. As the university is a bilingual institution, preference will be given to candidates able to teach in both French and English. Applicants should send a letter detailing research and pedagogical interests and goals, a curriculum vitae, and the names of three references by January 30, 1998, to: EVS Search Committee, Department of Biology, University of Ottawa, Box 450, Station A, Ottawa, Ontario, Canada K1N 6N5; telephone: (613) 562-5723, Fax: (613) 562-5486. Equity is a University policy; the University strongly encourages applications from women. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents.

L'UNIVERSITÉ D'OTTAWA cherche à combler un poste de professeur(e) adjoint(e) en science de l'environnement. Il s'agit d'un emploi à plein temps pouvant mener à la permanence dans le département de biologie, et qui commencera le 1er juillet 1998. Les candidat(e) choisi(e) participera à l'enseignement sous-gradu/gradue et à la recherche dans les programmes d'écologie et de science de l'environnement. Les domaines de recherche d'intérêt particulier incluent l'écotoxicologie, l'écologie végétale, et l'évaluation des impacts humains sur les écosystèmes. L'Université a l'intention de faire une demande de subvention majeure de la Fondation canadienne pour l'innovation afin d'améliorer ses capacités d'analyses actuelles et son soutien d'infrastructure pour deux chaires industrielles récemment engagées en science de l'environnement, ainsi que pour ce nouveau poste. Puisque l'Université est une institution bilingue, la préférence sera accordée à une personne capable d'enseigner en français et en anglais. Les demandes devraient inclure des détails concernant les intérets et les objectifs des candidats en recherche et en enseignement, ainsi que les noms de trois repondants. Elles devraient être adressées, avant le 30 janvier 1998, au Comité de sélection EVS, département de biologie, Université d'Ottawa, case postale 450, station A, Ottawa, Ontario, Canada K1N 6N5, téléphone: (613) 562-5729; télécopieur: (613) 562-5486. L'Université a une politique d'équité en matière d'emploi; elle encourage fortement les femmes à poser leur candidature. Conformément aux exigences des services canadiens de l'immigration, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

BUSINESS

QUEEN'S UNIVERSITY, School of Business invites applications for tenure track positions in the following areas: management information systems; operations management/strategy; policy, and, financial accounting. Candidates must have a PhD or be near completion. The level of appointment is open and the positions are subject to final budgetary approval. We are especially interested in outstanding teachers who also have demonstrated research potential. Appointees have access to substantial internal funding through the School of Business Research Program. The School of Business has an acknowledged reputation in executive education and in degree programs including: innovative, privatized MBA studies, our flagship undergraduate Commerce program; a new Master's of Science in Management; and our respected PhD. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In all cases, salary will be commensurate with qualifications and experience. The effective date for each appointment is July 1, 1998. Applications will be accepted until the positions are filled and should be submitted to Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 [Fax: (613) 545-2013] [email: miklasw@qsilver.queensu.ca].

UNIVERSITÉ MCGILL — La faculté de gestion est à la recherche de candidat(e)s pour des postes de professeur(e) agrégé(e)/adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité; finance, gestion de l'informatique, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises (commerce international, stratégie concurrentielle à l'échelle mondiale). Les candidat(e)s possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidat(e)s au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de récherche des candidat(e)s. La faculté de gestion compte 50 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Allen Lee, Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 1998. Conformément a la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

MCGILL UNIVERSITY — Faculty of Management. Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organizations (Global/Competitive Strategy and International Business). Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 50 full-time faculty and offers B. Com., MBA, and PhD degrees. Apply in writing to Prof. Allen Lee, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF NEW BRUNSWICK — NORTEL/UNBSJ. Northern Telecom Limited and the Faculty of Business at the University of New Brunswick invite applications for a Professorship in Electronic Commerce. This position is designed to enhance the Major in Electronic Commerce in the BBA program, the electronic commerce stream in the MBA program, and joint research projects with the Electronic Commerce Centre. The successful candidate will hold a doctorate in an established business discipline with a study concentration and/or research base in electronic commerce. Candidates holding a Masters degree with a proven practice business experience in electronic commerce may be considered. This position is subject to final budgetary approval. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to: Professor Eileen Pike, Acting Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John NB, E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

BROCK UNIVERSITY — The Department of Management, Marketing & Human Resources Management invites applications for a tenure track position at the Assistant Professor level, starting July 1, 1998, subject to final budgetary approval. Applicants should have a completed PhD. Duties include research and teaching courses in Entrepreneurship at the undergraduate level as well as participation in the related activities of the Burgoyne Centre for Entrepreneurship, including executive development programs. Preference will be given to candidates with cross-disciplinary skills and interests that combine entrepreneurship with one or more others in business/management, such as policy, marketing, finance or organizational behaviour. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women and men are equally encouraged to apply. Applications will be accepted until the position is filled. Applicants should submit a curriculum vitae and the names of three referees to: Office of the Dean, Faculty of Business, Brock University, St. Catharines, Ontario L2S 3A1; Fax: (905) 984-4188

BUSINESS AOMINISTRATION

ST. FRANCIS XAVIER UNIVERSITY, Department of Business Administration invites applications for positions in the following areas: Accounting, Finance, Enterprise Development/Entrepreneurship, Marketing, General Management and Aquatic Resources. Candidates must have a PhD or be near completion. The level of appointment is open and the positions are subject to final budgetary approval. We are especially interested in excellent teachers who also possess research potential. St. Francis Xavier University is a small undergraduate university in Nova Scotia committed to excellent teaching and research. The Department of Business Administration serves the course needs of approximately 600 students. Faculty know many of their students on a first name basis and are involved in extra-curricular activities in addition to their roles as teacher/researchers. We have excellent telecommunications and computing resources, a new library addition and an internal research granting agency to assist faculty. St. Francis Xavier University is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The effective date for each appointment is August 1, 1998. Applications will be accepted until the positions are filled. Applicants should submit a curriculum vitae and letters of reference to Robert F. Madden, Chair, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 2W5. Fax 902-867-5385. E-mail rmadden@stfx.ca.

CANADIAN CULTURE

WESTERN WASHINGTON UNIVERSITY — Distinguished Visiting Professorship of Canadian Culture. Western Washington University is seeking candidates for the Distinguished Visiting Professorship of Canadian Culture. Position consists of teaching, research and performance related to Canadian culture in areas such as ethnicity, art, literature, music, communications, history and philosophy. Term of one to two years beginning September 16, 1998. Compensation at level of full professorship. Review to begin January 15, 1998 until filled. Send nominations and letters of interest, including curriculum vitae to Daniel Boxberger, Chair, Search Committee, Canada House 201, Western Washington University, Bellingham, WA 98225-9110; 360-650-4798 (WA St. Relay 1-800-833-6388); danbox@cc.wwu.edu. Western Washington University is an AA/EEO employer.

CHEMISTRY

SAINT MARY'S UNIVERSITY — The Chemistry Department at Saint Mary's University invites applications for a full-time, tenure-track position. The initial probationary appointment will be for a period of three years. The successful candidate will be expected to teach in the area of inorganic chemistry and to develop an externally funded research program which involves undergraduate students and focuses upon the solid state and/or supramolecular chemistry. The successful candidate will supervise a laboratory that is equipped with a Siemens SMART CCD X-ray diffractometer. Therefore, experience in single crystal x-ray crystallography, especially with a CCD instrument is necessary. Appointment at the Assistant Professor level is anticipated, but for a suitable candidate, appointment at a higher level would be considered. Applications, including curriculum vitae, an NSERC format research proposal, a summary of teaching experience, a statement of teaching philosophy and the names and addresses of three references should be sent to: Dr. Adam Piorko, Chairperson, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; fax: (902) 496-8104; e-mail: adam.piorko@stmarys.ca. Applications' review will commence February 16, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's/university is committed to the principles of Employment Equity. Visit our website www.stmarys.ca.

CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for one or two limited-term appointments in Classics at the rank of sessional lecturer or visiting assistant professor (September 1, 1998 - April 30, 1999), subject to the availability of funds. The successful candidate will be expected, among other things, to teach introductory courses in Latin and/or Greek. The current salary rate (8 months) is approximately $25,000 to $30,000, depending upon qualifications and experience. Minimum qualifications: successful completion of PhD comprehensive examinations, or equivalent; completed PhD and teaching experience preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send a letter of application, a curriculum vitae, university transcripts, and three confidential letters of appraisal to Dr. David J. Hall, Chair, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Closing date: February 27, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COMMUNICATION DISORDERS

DALHOUSIE UNIVERSITY — School of Human Communication Disorders. Assistant Professor. Applications are invited for a probationary tenure track position in speech-language pathology at the assistant professor level. The position requires expertise in organically based communication disorders with a focus either on neurogenic disorders or voice and resonance. Experience in the areas of alternative augmentative communication and/or dysphagia is an asset. Primary responsibilities include teaching graduate level courses, supervision of student research and the development of a program of on-going research. Qualifications include completion of the doctorate degree. Previous teaching/research experience is valuable. This is a 12 month appointment with no summer teaching duties. Salary is competitive. Starting date is August 1, 1998 but may be negotiable. Review of applications will begin December 1, 1997 and continue until the position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, first nations people, visible minorities and persons with disabilities. Send letters of application, curriculum vitae, and three references to: Joy Armson, PhD, Acting Director, School of Human Communication Disorders, Dalhousie University, Halifax, Nova Scotia B3H 1R2; (902) 494-7052; (902) 494-5151 (fax).

COMPUTER SCIENCE

BROCK UNIVERSITY — The Department of Computer Science (http://www.cosc.brocku.ca) invites applications for two tenure-track positions at the assistant professor level to commence July 1, 1998, pending final budgetary approval. Although experience in any of the general areas of networks, artificial intelligence, human-computer interfaces, human factors and delivered learning would be an advantage, qualified candidates in all areas of the discipline are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages and topics in artificial intelligence. Faculty also supervise graduate students through an arrangement with the University of Guelph. The Department is served by a network of Silicon Graphics systems, and Macintosh and PC-compatible microcomputers. Applicants should have a PhD in computer science or a related discipline and are expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Applications should include a curriculum vitae, a detailed research plan and a statement of equipment needs. Candidates should have three referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer and is committed to a positive action policy, aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until February 28, 1998. Prof. J.E. Radue, Chair, Department of Computer Science, Brock University, St. Catharines, Ontario, Canada L2S 3A1; e-mail: secretary@cosc.brocku.ca

UNIVERSITY OF MANITOBA — Applications are invited for two full-time tenure track positions, subject to final budgetary approval, at the Assistant Professor level, commencing July 1, 1998, or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science or allied discipline, and evidence of a strong research potential in applied computer science. Prior teaching experience will be considered an asset. Applicants are principally sought in the areas of programming languages and compilers, software engineering, operating systems, networks, and parallel systems, though truly outstanding candidates in other areas may be considered. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The salary range for the positions is $40,868 to $62,509. The Department currently has 23 full-time tenure track faculty members and a number of term appointments, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over sixty graduate students. The Department is a well-established one which has recently been in an expansionary phase. Both the undergraduate and graduate curricula have been extensively revised and extended. The Department provides good technical support for both teaching and research. Current and planned departmental facilities include numerous UNIX based Workstations, X-Windows terminals, a parallel machine, a software development and testing laboratory, and numerous other research laboratories and personal machines, all of which are networked. The Department has well equipped UNIX and object-oriented teaching labs. The University Computer Centre provides virtually unlimited access to UNIX based workstations and other personal and mainframe computing facilities, as well as Internet connections. This is an excellent opportunity for good researchers and teachers to get in on the ground floor of an exciting Department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from http://www.cs.umanitoba.ca/ Applicants should send a curriculum vitae and the names of three referees to: Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. e-mail: search@cs.UManitoba.ca. Telephone: (204) 474-8313; Fax: (204) 269-9178. Qualified women are particularly encouraged to apply. Closing date for applications is February 1, 1998. Consideration for the positions will commence on November 15, 1997

BROCK UNIVERSITY — The Department of Computer Science (http://www.cosc.brocku.ca) invites applications for two tenure-track positions

Director, School of Social Work

Applications are invited for the position of Director of the School of Social Work. The five-year appointment, to commence July 1, 1998 or as soon thereafter as possible, holds tenured or tenure stream faculty status.

Long regarded as a leader in undergraduate social work education in Canada, the Ryerson School of Social Work provides a four-year program to a very diverse student body of 450 full-time and 200 part-time students with a full-time tenured faculty complement of 14. The mission of the School is (1) to prepare its graduates for social work with populations disadvantaged by social inequities and life circumstances; and (2) to provide leadership and innovation in social work education through teaching, scholarship, research and community service.

We require a Director with strong administrative and leadership skills, who will work collaboratively with faculty, staff, students and community agencies to build on the existing strengths of the program to provide leadership in curriculum development and to promote the development of new initiatives. The successful candidate must be innovative, creative and willing to take risks in seeking solutions to complex problems. The person selected must be able to use limited resources to maximum advantage towards the achievement of our mission and to represent effectively the needs and interests of the School within the larger university community. The candidate will have established a national reputation as a leader in social work and social work education through teaching, research and scholarship as well as through participation in professional and community service organizations. Educational qualifications include a graduate degree in social work and a doctoral degree in social work or a related discipline.

Please forward your application, a detailed curriculum vitae and the names and addresses of three referees, to be received by February 16, 1998, to: Dr. Judith Sandys, Dean, Faculty of Community Services, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3.

This advertisement is directed to Canadian citizens and permanent residents. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified applicants, including women, visible minorities, aboriginal peoples, and people with disabilities.

RYERSON

University of Lethbridge

THE UNIVERSITY OF LETHBRIDGE
ASSOCIATE VICE-PRESIDENT (RESEARCH)

The University of Lethbridge invites nominations and applications for the position of Associate Vice-President (Research).

The University: Situated in Southern Alberta, the University has 5,300 students, 5,000 undergraduates and the remainder in Master's programs. *Canada's leader in scientific and medical research among* small universities, the University also has an excellent research record in the humanities and social sciences and in the professional faculties (Education, Management, Fine Arts, and Nursing). ISI's study of Canadian science (1995) ranked the University as 10th in Canada, the only primarily undergraduate university in the top ten.

The Position: Reporting to the Vice-President (Academic), the incumbent is responsible for supporting the research activities of faculty members in maintaining and enhancing the University's outstanding record of success with federal and provincial granting agencies and other funding sources. He/she assists faculty members from a wide range of disciplines identifying potential sources of research support, and assists them in preparing successful applications. An imaginative entrepreneur, he/she assists organizations and individuals in identifying and refining their research needs and in brokering their satisfaction, primarily but not exclusively within the University. He/she has a Ph.D., or equivalent, extensive experience in facilitating research, and has a firm grasp of the financial and legal issues involved in contract research and technology transfer.

The Challenge: The research environment in Canadian universities is changing rapidly from one in which the federal and provincial granting agencies were the dominant funders of research, to one in which private sector sources support a significant portion of university research. Many government granting agencies are shifting support into strategic and targeted programs requiring matching of private and government funds. The University is determined to build on its accomplishments, increasing research revenue significantly in the near future, and seeks an active, ambitious individual to provide leadership and support to members of the University community in pursuit of that goal.

This is a five-year renewable term position beginning May 1, 1998 or by agreement. Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience and the names of three references, should be sent in confidence to arrive no later than **February 23, 1998.**

Howard E. Tennant, Ph.D.
President and Vice-Chancellor
The University of Lethbridge
Lethbridge, Alberta T1K 3M4
email: Tennant@uleth.ca
U of L home page: http://home.uleth.ca

The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada.

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The University of Regina
Academic Positions Available

THE University of Regina is a comprehensive University which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. Eight Faculties, three federated colleges as well as the Language Institute and University Extension help create a culturally diverse and vibrant community on campus. Opportunities for interaction in the local community as well as provincially, nationally, and internationally are readily available and encouraged. The University of Regina is situated in beautiful Wascana Park, one of the largest urban parks in North America. World Wide Web Site: http://www.uregina.ca

FACULTY OF ADMINISTRATION

The Faculty of Administration invites applications for several positions. PhD or D.B.A. completed or near completion. Duties involve research, teaching at the undergraduate and graduate levels, and an active involvement in professional and community activities

Assistant Professor, tenure-track. Human Resources Management/ Industrial Relations. Interested in teaching and research in Human Resources and Industrial Relations.

Assistant Professor, tenure-track. Financial Management. Although the Faculty is interested in all finance related candidates the Faculty is particularly interested in the areas of banking, retail finance or financial planning. This is required to support our First Nations Banking program in conjunction with the Saskatchewan Indian Federated College and the Canadian Bankers' Association.

Assistant Professor, tenure-track. Health Administration. Saskatchewan has an international reputation in health-care reform and a new graduate program is being established to build upon this record of achievement. This position will provide a unique opportunity for an individual to conduct research and teaching in an exciting area of health reform.

Senior Professor, Associate or Full. Saskatchewan Institute for Public Policy: A unique opportunity exists for a joint appointment to the Faculty of Administration and as a Senior Policy Fellow in the newly established Saskatchewan Institute for Public Policy. Applications or nominations are being accepted from candidates with a well-established record of research, teaching and national leadership in public administration or public policy.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***February 15, 1998***. Applications should be submitted to ***Dean Garnet Garven, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2***

FACULTY OF ARTS

Anthropology — Assistant Professor, tenure-track. Emphasis in socio-cultural anthropology with a geographic specialization outside of the Americas Commitment to participant observation fieldwork and an engagement with both classical and contemporary anthropology required. PhD (or near completion). Teaching experience desirable. Letter of application is to be accompanied by a statement of research and teaching interests, a curriculum vitae, a writing sample, course outlines and student evaluations if available.

French — Assistant Professor, tenure-track. Specialist in French Canadian Literature and Culture, with an emphasis on Theatre. Required are expertise in theatre, literature of Quebec, culture of Quebec and of French Canada. PhD required. Teaching assignments will be at the undergraduate and graduate levels in any or all of the following: language, composition, culture and civilization in French Canada, introduction to French Canadian literature. Native or near-native fluency required. Letter of application is to be accompanied by a curriculum vitae, undergraduate and graduate transcripts.

Professeur(e) de littérature et de culture canadiennes-françaises, avec spécialisation en théâtre. Un poste de Professeur(e) adjoint(e). Prière d'envoyer son curriculum vitae, ses relevés de notes (premier, deuxième et troisième cycles). Exigences: doctorat; expertise dans les domaines suivants: théâtre, littérature du Québec, culture et civilisation du Québec et des aires francophones hors Québec; publications. Fonctions: enseignement de cours de langue, de composition, de culture et de civilisation du Canada français, d'introduction à la littérature canadienne français, ainsi que de cours spécialisés au niveau du deuxième cycle; activités de recherche dans ses domaines de compétence; encadrement d'étudiants au niveau de la maîtrise; participation aux activités départementales et universitaires. Parfaite maîtrise de la langue française orale et écrite.

History — Assistant Professor, tenure-track. Expertise in Asian History, with particular emphasis on China and/or Japan. A second teaching field in history very desirable. PhD (or near completion). Teaching assignments will be at the undergraduate and graduate levels. For further information, contact via e-mail: History.Dept@uregina.ca.

Journalism — Assistant Professor, tenure-track. Strong Background in print journalism with recent print experience. Crossover experience in broadcast journalism desirable. PhD preferred; a combination of graduate education and relevant experience may be considered.

Political Science — Assistant Professor, tenure track. Two appointments possible. PhD preferred; a combination of graduate education and other experience may be considered. Teaching assignments could include Canadian Politics, Women's Politics, Feminist Theory, International Politics, Canadian Foreign Policy, Canadian Political Economy, Canadian Political Parties, Canadian Interest Groups. Evidence of experience in teaching, teaching evaluations, course outlines, and copies of publications are welcomed. For further information contact via e-mail: Gerald.Sperling@uregina.ca.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***February 15, 1998***. Applications should be submitted to ***Dean Murray Knuttila, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2***, fax: (306) 585-5368.

Human Justice — Assistant Professor, tenure-track, candidates must share an inter-professional and multi-disciplinary approach to the teaching and practice of justice. PhD and broad background in the social sciences, an established record of scholarly achievement, professional and/or academic expertise in one or more areas of social, legal, criminal, or community justice, and the ability to teach from an adult education perspective in a professional context. Applications must include a curriculum vitae, a statement of teaching and research interests and several recent publications. Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***March 13, 1998***. Applications should be submitted to ***Dr. Sandra Pearce, School of Human Justice, University of Regina, Regina, Saskatchewan, S4S 0A2***, phone: (306) 585-4035, fax: (306) 585-4872, e-mail: sandra.pearce@uregina.ca.

FACULTY OF EDUCATION

Assistant Professor, tenure-track. Six Positions. Mathematics Education: Secondary; Educational Psychology: Student Assessment/Developmental K-12; Health/Physical Education; Health and Elementary Physical Education; Vocational/Technical Education; Human Resource Development; Social Studies (Elementary) and Cross Cultural Education; Baccalauréat en éducation: Psychopédagogie. Some positions will be filled as limited term. PhD (or near completion). Teaching experience and a current teaching certificate required. Teaching at undergraduate and graduate levels. Field experience/supervision desirable. Applications should be accompanied by letter describing current interests and projects, curriculum vitae, transcripts. For further information and detailed position descriptions call Edie Hills at (306) 585-4500 (phone) or (306) 585-5330 (fax).

Applicants should send a current curriculum vitae, copies of transcripts, and arrange to have three letters of reference sent by ***March 20, 1998*** to ***Dean Michael Tymchak, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2.***

FACULTY OF ENGINEERING

Assistant Professor, tenure-track. Teaching at the graduate and undergraduate levels in Software Systems Engineering. Applicants should have a first degree in electrical/computer engineering and a PhD in electrical/computer engineering or computer science. Industrial experience is particularly valued. Applications to include a curriculum vitae, a statement of teaching and research interests.

The Faculty of Engineering enjoys a close, collaborative relationship with industry and government research laboratories. It is expanding its program offerings in the area of Software Systems Engineering. A joint TRLabs Research professor position has been established by the faculty and Telecommunications Research Laboratories (TRLabs) to pursue research in Software Applications Engineering related to information technology. The Faculty offers programs in electronics, environmental and industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. The faculty offers Co-operative *Education* programs. It also offers M.A.Sc. and PhD programs and other interdisciplinary graduate programs.

TRLabs is Canada's leading not-for-profit telecommunications research consortium with laboratories in Edmonton, Calgary, Saskatoon, Regina, and Winnipeg. Substantial support for research and student awards is available from TRLabs in addition to other granting agencies. Further information about TRLabs can be obtained at (306) 791-6133 or http://www.reg.trlabs.ca.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***January 30, 1998***. Applications should be submitted to ***Dean Amit Chakma, Faculty of Engineering, University of Regina, Regina, Saskatchewan, S4S 0A2***, fax: (306) 585-4855, e-mail: amit.chakma@uregina.ca.

FACULTY OF FINE ARTS

Assistant Professor, tenure-track, Visual Arts. Specialization in art history (survey, area of specialization). Interest in contemporary art expected. PhD or near completion. Teach courses at the undergraduate and honors level. Teaching experience at university level desirable. Application should include statement of teaching philosophy, curriculum vitae, university transcripts.

Assistant Professor, tenure-track, Visual Arts: Painting and Drawing. Teach courses at the undergraduate and graduate levels. M.F.A. Teaching experience at university level desirable. Applicants should have an active exhibition record, substantial knowledge of contemporary discourse and critical issues. Application should include statement of teaching philosophy, curriculum vitae, university transcripts, 20 slides of current work, a slide list.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***February 20, 1998***. Applications should be submitted to ***Dean Michael Rushton, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2***.

LANGUAGE INSTITUTE

Head, English as a Second Language Centre: Assistant Professor, tenure-track, to assume the duties of Head of the Language Institutes ESL Centre. Candidates should have demonstrated teaching ability and administrative experience to lead a team of instructors involved in various ESL programs. PhD preferred. Applications should send a curriculum vitae, graduate transcripts.

Spanish: Two-year term appointment at the rank of Instructor II to teach Spanish language courses. Preference will be given to a candidate with a PhD. Applicants should send a curriculum vitae, graduate transcripts.

Librarian: One-year term appointment at the rank of Librarian I, starting July 1st, 1998. The incumbent should be bilingual and have some knowledge of the literature in language teaching and be prepared to work in a multilingual environment. Applicants should send a curriculum vitae.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***February 15, 1998***. Applications should be submitted to ***Dr. André Lalonde, Director, Language Institute, University of Regina, Regina, Saskatchewan, S4S 0A2***

LIBRARY AND INFORMATION SERVICES

Associate Director of Libraries reports to the Director of Library and Information Services, directly responsible for the operations of the information resources utilization and information resources management areas. Member of the senior management team of the Library, will provide leadership in long-range planning, operations analysis, budget development, resources allocation and policy formulation of library services to the University community. The incumbent is also the chief personnel officer for the Office of Library and Information Service. A degree from an ALA-accredited library school is required and ten years of progressively more responsible experience in a variety of positions, preferably in a large academic library.

Senior Librarian, Education/Fine Arts: incumbent will be an energetic, highly adaptive individual, willing to embrace change and to promote a vision which effectively integrates technology into the management and delivery of information resources; will be client-focused, prepared to take risks and able to develop and maintain good working relationships internally and externally. Duties will include the management of the Education/Fine Arts Branch Library, participation in the planning of integrated public services, collective development responsibilities and participation in library and faculty committees. A degree from an ALA-accredited library school is required with at least five years of progressively more responsible managerial and leadership experience.

Librarian: Incumbent will be energetic with a good knowledge of technology, networks, telecommunications and multimedia relevant to the delivery of information resources in support of learning, research and services. Highly adaptive and accepting of continuous change, the individual will support an integrated vision of learning technologies comprising library services, computing services and audiovisual services. Duties will include the provision of reference and instructional services as well as collection development responsibilities. A degree from an ALA-accredited library school is required.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***March 15, 1998***. Applications should be submitted to ***Margaret Hammond, Associate Librarian, Main Library, Room 416.1, University of Regina, Regina, Saskatchewan, S4S 0A2***.

FACULTY OF PHYSICAL ACTIVITY STUDIES

Assistant Professor, tenure-track, Social Sciences (Sociology) in physical activity. Will include some involvement in recreation and sport administration.

Assistant Professor, tenure-track, Exercise Physiology, across the physical, sport or rehabilitation sciences in physical activity.

For both positions, teaching at the undergraduate and graduate levels. PhD required. Applications should include a letter of application which includes a description of research directions and teaching philosophy, a curriculum vitae.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***February 1, 1998***. Applications should be submitted to ***Dean Ralph Nilson, Faculty of Physical Activity Studies, University of Regina, Regina, Saskatchewan, S4S 0A2***, phone: (306) 585-4876, fax: (306) 585-5441.

FACULTY OF SOCIAL WORK

Assistant Professor, tenure-track. Limited number of appointments possible. Candidates are expected to have competence in two or more of the following areas: field education; child welfare; physical, emotional, mental disabilities; Indian and aboriginal studies; cross-cultural and multi-cultural practice; northern and rural practice; violence against women and in the family; service delivery and organization; poverty and social policy analyses. The Faculty of Social Work collaborates with the Saskatchewan Indian Federated College, Gabriel Dumont Institute, Yukon College to deliver social work education through Saskatchewan and in the Yukon. Positions are located in Regina, Saskatoon, and Prince Albert. Graduate Degree in Social Work. PhD preferred. Applicants should include a letter of application and a curriculum vitae.

Candidates are to arrange for the submission of three letters of reference. Review of applications will begin on ***March 3, 1998***. Applications should be submitted to ***Dean Sharon McKay, Faculty of Social Work, University of Regina, Regina, Saskatchewan, S4S 0A2***, phone: (306) 585-4037, fax: (306) 585-4872.

The University of Regina

All positions are subject to budgetary approval. Normal expected date of appointment will be July 1, 1998.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université de Regina respecte une politique d'équité en matière d'emploi.

at the assistant professor level to commence July 1, 1998, pending final budgetary approval. Although experience in any of the general areas of networks, artificial intelligence, human-computer interfaces, human factors and delivered learning would be an advantage, qualified candidates in all areas of the discipline are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages and topics in artificial intelligence. Faculty also supervise graduate students through an arrangement with the University of Guelph. The Department is served by a network of Silicon Graphics systems, and Macintosh and PC-compatible microcomputers. Applicants should have a PhD in computer science or a related discipline and are expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Applications should include a curriculum vitae, a detailed research plan and a statement of equipment needs. Candidates should have three referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer and is committed to a positive action policy, aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until February 28, 1998. Prof. J.E. Radue, Chair, Department of Computer Science, Brock University, St. Catharines, Ontario, Canada L2S 3A1; e-mail: secretary@cosc.brocku.ca.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Computer Science. The department invites qualified applications at the rank of assistant professor (tenure track). Expertise in the areas of software engineering, object-oriented design, visualization, computer networks and distributed systems, is particularly sought, although strong candidates in other areas will also be considered. Candidates should have a PhD in computer science with a strong commitment to research and teaching. Duties include undergraduate and graduate teaching, supervision of M.Sc. and PhD students, and active research. The Department of Computer Science offers undergraduate and graduate programs at the M.Sc. and PhD level. It has over 20 faculty and 14 staff members. Active research areas include theoretical computer science, parallel and distributed computing, scientific computing, software systems and artificial intelligence. The department provides a UNIX software development environment supported by a network of RISC workstations and servers. An optical fibre link provides access to other university computing facilities and off-campus systems accessible through a campus-wide ATM network. Memorial University has a student population of about 17,000. It is located in St. John's, the provincial capital with a population of over 150,000. The city enjoys a moderate climate and offers numerous outdoor activities throughout the year. The appointment will begin 1 September 1998 or later. Salary will be commensurate with qualifications and experience. Applications will be entertained until the position is filled; however, applications received by 30 April 1998 will be given first consideration. Applications including the curriculum vitae and names, with e-mail and postal addresses, telephone and fax numbers, of at least three referees should be sent to: Search Committee, Department of Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5; tel: (709) 737-8652; fax: (709) 737-3049; e-mail: genoff@cs.mun.ca; http://web.cs.mun.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

UNIVERSITY OF REGINA — The Department of Computer Science invites applications for two probationary appointments (i.e. tenure track positions) at the rank of Assistant Professor, effective July 1, 1998. Priority will be given to candidates with research expertise and industrial experience in information technology, software engineering or new media/multimedia applications development. Successful applicants will be expected to develop a productive research program, establish collaborative projects with industry, secure external funding, attract graduate students and provide a stimulating learning context for undergraduate and graduate students. The University of Regina is a growing and innovative organization with over 11,500 students. The Computer Science Department has approximately 400 undergraduate and 60 graduate students. The Department maintains two B.Sc., M.Sc. and PhD programs, with established research programs focusing on artificial intelligence, data mining and databases, information retrieval, image processing and computer graphics. Regina has a flourishing information technology industry. The University has a rapidly developing research and development park which includes IBM, one of Canada's largest computer services companies, TRLabs, a not-for-profit telecommunications research consortium, the Saskatchewan Software Technology Centre, a growing cluster of Internet and multimedia development firms. Applications, including a curriculum vitae, the names of three referees and appropriate transcripts should be received by February 16, 1998 and directed to Dr. L.V. Saxton, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of Regina is committed to employment equity. Canadian aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications.

YORK UNIVERSITY — Faculty of Pure and Applied Science, Department of Computer Science. The Department of Computer Science is actively pursuing a policy of expanding its faculty base. Applications are invited for up to four tenure-track and/or contractually-limited term positions at the assistant professor level. Appointments could be made as early as January 1, 1998 but the majority of the positions are expected to be filled by July 1, 1998. One of the positions is targeted towards software engineering, and the Department plans to increase its overall strengths and has particular interest in attracting faculty in the following areas: software systems, including compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, and other closely related areas; artificial intelligence, vision, graphics and robotics; and parallel algorithms and architectures. Excellent candidates from other applied areas are also encouraged to apply. A recent doctoral degree in computer science is required. Applicants must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. The Department of Computer Science at York includes more than 25 faculty members and has recently moved to expanded facilities in the new Chemistry and Computer Science Building. They offer a full range of graduate and undergraduate programs, including a PhD. York University is Canada's third largest university. It is located in Metropolitan Toronto and is within easy reach of downtown Toronto. For more information about the department, see http://www.cs.yorku.ca/. Applications, with CV and the names of four references should be sent to: Michael Jenkin, Search Committee Chair, Department of Computer Science, 126 CCB, Faculty of Pure and Applied Science, York University, North York, Ontario, Canada M3J 1P3. Applications should be received by March 15, 1998 for appointments to be made for July 1, 1998. Applications received after March 15, 1998 may also be considered if positions are still available. York University is implementing a policy of employment equity, including affirmative action for women faculty members. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research expertise in those fields more broadly or in artificial intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full time faculty members, the Department of Computer Science is the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research. For further information about the Department, please see http://math.uwaterloo.ca/CS_Dept/. Applications should include a curriculum vitae and the names and e-mail addresses of three referees. The application should be directed to the Chair: Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1998 calendar year. The Department will begin to consider applications in December 1997; applications will be considered as soon as they are complete and until April 1998 as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Qualified Canadians and non-Canadians are encouraged to apply. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Computer Science, University of Waterloo, invites applications for several part-time sessional and also full-time definite-term positions in support of its teaching commitments to some of the best undergraduate computing students in the world. Though the courses to be covered span the curriculum and all year levels, the requirement in applied areas is particularly acute. Full-time positions may also include administrative support functions and/or research contributions. The contractual length of these positions can range from a single term to as long as two years. A PhD in Computer Science is desirable but candidates with a Masters degree in Computer Science are also invited to apply. Rank and salary will be commensurate with experience and the terms of the contract. The Department of Computer Science comprises over 40 full-time faculty members. Excellent offices, laboratories, and computing facilities, in addition to attentive support staff, provide for a productive work environment. Please see http://math.uwaterloo.ca/CS_Dept/ especially the section labelled Computer Science Undergraduate Handbook, for further information about the Department and the courses it teaches. Applications should include a resumé/curriculum vitae and the names and postal or e-mail addresses of three references. The supporting letter should indicate the applicant's range of teaching interests in computer science expressed in terms of Waterloo course numbers if possible. The application should be directed to the Chair: Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. Candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence as early as January, 1998 but are flexible and can begin at the start of any school term. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents with respect to a definite-term appointment; qualified Canadians and non-Canadians holding positions at other institutions may apply as visiting faculty. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA — Department of Computing Science. Applications are invited for two tenure-track positions at the Assistant Professor level as part of a planned expansion of the Department. Applicants are sought in multimedia systems, an area of expansion, and database systems and computer vision or image processing, areas of existing department strength. Outstanding candidates in other areas and at more senior ranks will also be considered. The successful candidates should have a strong software systems

ANNONCES CLASSÉES

background. Responsibilities for all positions include research as well as teaching at both the graduate and undergraduate levels. Excellent support is provided to the successful applicants for establishing their research programs. The Department consists of 35 academic and 23 support staff, and offers a graduate program with approximately 100 MSc and PhD students. Our goal is to have a graduate program that is among the best in North America. Current computer equipment consists of a network interconnecting several multiprocessor Sun and SGI servers. A very well-equipped image systems laboratory was recently created in cooperation with and the support of HP. The Department is well connected via the Campus FDDI network to the remainder of the Campus units and the Internet. Experimental ATM network connections are available for research projects. There are well supported research laboratories in: algorithmics, artificial intelligence, cognitive science, communication networks, computer graphics, computer vision and robotics, database, parallel and distributed systems, and software engineering. A multimedia research lab was recently established and a multimedia research institute is proposed. The salary offered will be commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhDs should include a copy of their transcript. Applications will be accepted until March 1, 1998 with employment commencing on July 1, 1998. To discover more about our department, please visit http://www.cs.ualberta.ca/. Please send applications to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. E-mail: sorenson@cs.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

DENTISTRY

McGILL UNIVERSITY — Oral and Maxillofacial Surgery. The Faculty of Dentistry of McGill University invites applications for a full-time position as Chair, Division of Oral and Maxillofacial Surgery, to commence on July 1, 1998. The successful candidate will be a certified Oral and Maxillofacial Surgeon, will have demonstrated excellence in teaching, research and administration and will hold, or be eligible for, a license to practice that specialty in Quebec. She will direct both the graduate and undergraduate programs in Oral and Maxillofacial Surgery within the McGill University Health Center. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications must be received by April 1, 1998, accompanied by a curriculum vitae and the names of three referees, and should be directed to: Dr. Peter J. Chauvin, Department of Pathology - D3-225, Montreal General Hospital, 1650 Cedar Ave., Montreal, Quebec, Canada H3G 1A4; Fax: (514) 934-8352; E-mail: pchauvin@is.mgh.mcgill.ca.

DRAMA

UNIVERSITY OF TORONTO, Division of Humanities, Erindale Campus and Graduate Centre for the Study of Drama, invites applications for a tenure-stream position at the rank of associate professor in the area of Dramatic Theory and Modern and Contemporary Theatre and Drama, with expertise in Postcolonial and/or non-Western theatre. At the undergraduate level the successful candidate will be expected to contribute to the teaching of Introduction to Theatre and Drama and core courses in theatre history, as well as to the administration of the programme in Theatre and Drama Studies taught jointly at Sheridan College of Applied Arts and Technology and the University of Toronto in Mississauga. The ability to supervise practical Independent Study projects, particularly in play writing, will be an asset. At the graduate level, the successful candidate will be expected to teach a course in dramatic theory, to supervise PhD dissertations in both dramatic theory and modern drama at the Graduate Centre for the Study of Drama on the St. George Campus. Appointment to commence July 1, 1998, subject to budgetary approval. Salary commensurate with experience. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in Drama/Theatre History. Candidates should submit by January 31, 1998 a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Catherine Rubincam, Associate Dean, Division of Humanities, University of Toronto at Mississauga, 3359 Mississauga Rd., Mississauga, Ontario, L5L 1C6. The University of Toronto encourage applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking a physical oceanographer. An interest in unravelling and understanding ocean circulation patterns under contemporary and past climate conditions would be an asset. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching. Thus, the successful candidate will be expected to initiate an innovative and rigorous research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs that involve various aspects of structural geology. This person will teach courses in structural geology at the undergraduate and graduate levels, field school, and general earth science courses. The department is exceptionally well-equipped with state-of-the art analytical equipment (e.g., electron microprobe, scanning electron microscope, X-ray powder diffractometers, and isotope geochemistry laboratories). The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 1998 provided that a suitable candidate can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3, Fax (403) 492-8190 (applications sent by e-mail will be declined). Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is February 28, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking an individual who has a demonstrated interest in research on the human dimensions of global environmental change. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching. Thus, the successful candidate will be expected to initiate an innovative and rigorous research program that includes the supervision of MA, MSc and PhD students and interaction with other faculty members who are engaged in related research programs. This person will teach courses in human geography and human interactions with the natural environment. Experience in teaching courses on Geographic Information Systems would be an asset. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at http://www.ualberta.ca/EAS. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 1998 provided that a suitable candidate can be found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3, Fax: (403) 492-8190 (applications sent by e-mail will be declined). Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is February 28, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH & OCEAN SCIENCES

UNIVERSITY OF VICTORIA — School of Earth and Ocean Sciences. Applications are invited for two tenure-track faculty positions in the School of Earth and Ocean Sciences. Rank is open, but strong preference will be given to appointments at the Assistant or Associate Professor level in the following fields: a) tectonics-structural geology; b) chemical oceanography or low temperature geochemistry (new laser-ICP-MS facility available); c) global climate, atmospheric or related biogeochemical science. Close interactions are fostered with nearby government laboratories of the Geological Survey of Canada Pacific, B.C. Geological Survey, Canadian Climate Centre, and Institute of Ocean Sciences. Applicants should have an interest in research and teaching of aspects of earth system science. Qualifications include the completion of a Ph.D. and demonstrated strong research and teaching potential. Duties will include teaching at undergraduate and graduate levels. Letters of application, clearly outlining the candidate's expertise, teaching experience and research interests, along with a curriculum vitae and names, addresses, fax and e-mail addresses of three referees should be sent by February 27, 1998 to: Dr. C.R. Barnes, Director, School of Earth and Ocean Sciences, University of Victoria, P.O. Box 3055, Victoria, B.C. V8W 3P6. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

EARTH SCIENCES

MCGILL UNIVERSITY — The Department of Earth and Planetary Sciences of McGill University invites applications for a tenure track position at the rank of assistant professor in the general field of sedimentary geology. The successful candidate will hold a PhD and will normally have had post-doctoral experience in one or more of the following disciplines: sedimentology, stratigraphy, petroleum geology, paleontology, and basin analysis. An outstanding researcher and teacher is sought who will complement existing strengths in the Department and has the capacity to contribute broadly to its diverse missions. This individual will be expected to teach at the graduate and undergraduate levels, participate in Departmental activities in the newly created McGill School of Environment, supervise the research of graduate students, and establish a vigorous research program. The anticipated starting date for the position is August 1, 1998. Review of applications will begin immediately and will continue until the position is filled. Full consideration will be given to applications received before March 1st, 1998. Candidates should provide a curriculum vitae and a statement of research interests, and arrange for three letters of reference to be sent to: Professor A.E. (Willy) Williams-Jones, Chair, Department of Earth and Planetary Sciences, McGill University, 3450 University St., Montreal, QC, Canada, H3A 2A7; Tel: 514 398-6767; Fax: 514 398-4680; http://www.eps.mcgill.ca/. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens, and permanent residents of Canada. Applications from all outstanding candidates will, however, be considered in filling the position. McGill University is committed to equity in employment.

SIMON FRASER UNIVERSITY — The Earth Sciences Program is seeking to fill a tenure- track position at the Assistant Professor level in the area of geochemistry. The ideal candidate will be capable of teaching some combination of low-temperature, environmental, and isotope geography at the graduate and undergraduate levels, and will have an established record of research in geochemistry related to field studies. The successful candidate must have a commitment to both undergraduate and graduate education as well as to developing a funded research program. An interest in field research, as well as laboratory studies, is a necessity. For detailed information about this position refer to the Program's home page: http://www.sfu.ca/earthsciences. A PhD is required at the time of appointment and the successful candidate will be eligible, preferably, for professional registration in BC (APEGBC). The appointment will commence in September 1998. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Applicants should send a curriculum vitae, a letter describing current and near-term research interests and copies of appropriate reprints; an e-mail address, a fax number and names of at least three referees by January 31st, 1998 to: Dr. Michael C. Roberts, Director, Earth Sciences Program, Simon Fraser University, Burnaby, BC, Canada, V5A 1S6. Phone (604) 291-4657; Fax (604) 291-4198; mroberts@sfu.ca.

ECONOMICS

THE UNIVERSITY OF ALBERTA, Department of Economics in the Faculty of Arts and the Faculty of Business invite applications for a senior-level joint appointment in energy economics, starting July 1, 1998. Candidates must have well-established teaching and research records in this field, with demonstrated expertise in public policy and regulatory issues. Salary is commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable citizens and permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Kenneth Norrie, Chair, Department of Economics, University of Alberta, Edmonton, Alberta T6G 2H4 by January 31, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EDUCATION

BROCK UNIVERSITY — Curriculum, Science and Technology. The Faculty of Education at Brock University invites applications for a two year limited term appointment at the Junior Assistant Professor level. Preferred candidates will possess an earned doctorate, will have demonstrated excellence in teaching and will possess or expect to develop a record of scholarly work in the field of curriculum, with an emphasis on science education and technology. Prior teaching experience at the elementary, secondary, or post-secondary level would be an asset. Responsibilities of the position include teaching at the graduate and undergraduate levels in curriculum processes, school science, and science and technology issues in education. Advisement of thesis or project work will also be expected. Applications must include full curriculum vitae and the names, addresses and phone/fax numbers of at least three referees to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. The deadline for applications is January 30, 1998. The appointment will commence August 1, 1998 "subject to final budgetary approval." In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

BROCK UNIVERSITY — Mathematics, curriculum and quantitative research. The Faculty of Education at Brock University invites applications for a probationary tenure-track appointment at the junior Assistant Professor level. Preferred candidates will possess an earned doctorate or equivalent and will have demonstrated excellence in teaching. Candidates will have a knowledge base in teather education and will possess or show evidence of the ability to develop a record of scholarly work in the field of curriculum processes with an emphasis on school mathematics. Prior teaching experience at the elementary, secondary, or post-secondary level would be an asset. Responsibilities of this position include teaching at pre-service and graduate levels in school mathematics, curriculum processes and quantitative research methods. Supervision at both BEd and MEd students will also be expected. The home department in the Faculty of Education for this position is the Pre-Service Department with a cross-appointment to the Department of Graduate and Undergraduate Studies. Applications must include full curriculum vitae and the names, addresses and phone/fax numbers of three or more referees to: Dr. R. Terrance Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. The deadline for applications is January 30, 1998. The appointment will commence July 1, 1998 "subject to final budgetary aporoval." In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified women and men are equally encouraged to apply.

UNIVERSITY OF ALBERTA — Faculty of Education. Applications are invited for a tenure-track position in TESL/TEFL. The appointment, effective as early as May 1, 1998, will be at the Assistant Professor level with a minimum salary of $43,000. Applicants should have a PhD in TESL or equivalent. Extensive and recent TEFL experience is required, as is evidence of a strong program of scholarly research and publication in both SLA and TESL. The successful candidate will be responsible for teaching courses at the undergraduate level; in addition the applicant will share responsibility for the TESL practicum. Experience in TEFL program development is desirable. Candidates should send a letter of application, a current CV, an example of a recent article and the names of three referees to Dr. Len Stewin, Chair, Department of Educational Psychology, University of Alberta, Edmonton, Alberta, T6G 2G5, Canada. The application deadline is February 15, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Elementary Education. Faculty of Education, University of Alberta is seeking an instructor to teach Orff-Schulwerk Level III (August 3 - August 14, 1998). Qualifications should include: 1. Understanding of the psychological, philosophical and pedagogical significance of Orff-Schulwerk and extensive experience in active and creative music teaching based on Orff principles; 2. Knowledge of authentic folk materials from a variety of cultures; 3. Ability to teach advanced movement skills; 4. Ability to compose/arrange music for voices and Orff instrumentarium and teach advanced Orff orchestration and compositional techniques; 5. Extensive Orff-Schulwerk teaching experience at the university level. Responsibilities for instruction include both lectures and labs in ensemble, pedagogy and movement. Remuneration is $2,500. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Closing date for applications is January 31, 1998. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. Robert K. Jackson, Chair, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SIMON FRASER UNIVERSITY — The Faculty of Education, Simon Fraser University, is seeking applications for four tenure track positions. Rank and salary will be commensurate with experience, but appointments will normally be at the rank of Assistant Professor and will begin 1st September 1998. Candidates must possess a doctoral degree, and present a record of scholarly publications and demonstrated expertise in one or more of the following areas: 1) Learning and Cognitive Literature (with a middle/secondary school emphasis.) 2) School Counseling and Inclusive Education. Besides specific expertise in relation to counseling in the school system and counselor education, applicants qualified to teach courses in the domain of special needs and/or at risk learners and/or learning disabilities will be preferred. 3) Physical Education. Applicants with an interest in dance and movement education will be preferred. 4) Curriculum Theory. Applicants should have expertise in critical theoretical issues relating to curriculum design, development and implementation. 5) Research Methodology. Applicants should be thoroughly conversant with qualitative research methods, but additional expertise in quantitative methodology would be an asset. 6) Science Education. An interest in environmental issues would be desirable. 7) Educational Technology. Applicants should have a strong record of research and development of a leading edge educational technology as well as demonstrate a broad theoretical understanding of the social, educational and philosophical issues surrounding uses of technology in schools. Candidates will be expected to teach at the graduate and undergraduate level, participate in preservice and inservice teacher education, supervise graduate students, contribute to program development, and develop and implement a focused research program. Applicants should forward a letter of application indicating teaching and research achievements, a current curriculum vitae, one scholarly paper and three letters of reference to Dr. Robin Barrow, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Telephone: 604-291-3148, Fax 604-291-4576. Applications will be received until January 31, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. All appointments are subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

SIMON FRASER UNIVERSITY — The Faculty of Education invites applications for a tenure track appointment in Educational Leadership. The appointment will be at a rank commensurate with experience. The successful candidate will be expected to contribute to the faculty across programs but will in particular play a leading role in developing, implementing and managing the new professional doctoral program in leadership (EdD). Applicants should have a strong academic background and scholarly record but experience in the field would be an asset. Applicants should demonstrate expertise and an interest in wider theoretical and humanistic issues of leadership and education. Candidates will be expected to teach at the graduate and undergraduate level, participate in preservice and inservice education, supervise graduate students, contribute to program development and develop and implement a focused research program. Applicants should forward a letter of application indicating teaching and research achievements, a current curriculum vitae, one scholarly paper and three letters of reference to Dr. Robin Barrow, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Telephone: 604-291-3148, Fax 604-291-4576. Applications will be received until January 31, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. All appointments are subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

BIOETHICIST

The University of Calgary Office of Medical Bioethics invites applications for a full-time tenure track position at the Assistant Professor level or higher. This position provides an excellent opportunity for inter-disciplinary collaboration with primary involvement in research ethics, as well as meaningful scholarship in ethics education and clinical ethics within a vigorous and growing group in the Office of Medical Bioethics.

Qualifications include a doctorate or master's degree in philosophy or ethics, as well as an earned terminal degree in medicine, the law or a related discipline. A minimum of two years' experience in research ethics is required.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Please submit a curriculum vitae, a statement of interests and career goals, and the names of three references, by February 15, 1998, to:

Dr. T.D. Kinsella, Director
Office of Medical Bioethics
Faculty of Medicine
The University of Calgary
3330 Hospital Drive N.W.
Calgary, Alberta, Canada
T2N 4N1

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

Autonomic Neuroscientist

The University of Calgary Neuroscience Research Group and the Department of Physiology & Biophysics invite applications for a full-time academic position as an Autonomic Neuroscientist to complete existing strengths within the group. This is an excellent opportunity to develop a vigorous independent research program within a multidisciplinary research environment and to participate in graduate student education.

Qualifications include a PhD or equivalent, at least two years of postdoctoral training and a demonstrated record of research excellence. Scientists interested in central autonomic control, neuroimmunology and enteric neurobiology are particularly encouraged to apply. The selected candidate must compete successfully for salary and operating support from the Alberta Heritage Foundation for Medical Research and/or the Medical Research Council of Canada, and will have 75% of time protected for research.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Please submit a curriculum vitae, a summary of research interests, and reprints of two recent publications, and also arrange to have three letters of reference sent directly, by February 28, 1998, to:

Dr. K. Sharkey, Chair
Neuroscience Research Group
Faculty of Medicine
The University of Calgary
3330 Hospital Drive N.W.
Calgary, Alberta, Canada T2N 4N1

THE UNIVERSITY OF CALGARY

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CLASSIFIEDS

UNIVERSITY OF REGINA — The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development. Applications are invited for the following tenure track and/or term positions. Mathematics Education: Secondary. Educational Psychology: Student Assessment/ Developmental (K 12); Health/Physical Education. Health and Elementary Physical Education; Vocational/Technical Education- Human Resource Development; Baccalaureat en Education- Pedagogie Sociale; Social Studies (Elementary) and Cross Cultural Education. Qualifications: Preference will be given to applicants with: teaching experience and a current teaching certificate; a completed or virtually completed PhD. Duties: Will include teaching at the undergraduate level; graduate studies teaching and thesis supervision, field experience supervision and general Faculty committee work. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects. Salary: Assistant Professor range - 40,019 - 62,027. For further information and details with respect to each of the positions, contact Edie Hilts at (306) 585-4500 or fax (306) 585-5330. Applicants should send a current curriculum vitae, copies of transcripts, and arrange to have three letters of reference sent by March 20, 1998 to: Dean Michael Tymchak, Faculty of Education, University of Regina, Regina, SK, S4S 0A2. Appointments will be made subject to budgetary clearance in accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Curriculum Studies at the University of British Columbia invites applications for a full-time, tenure-track position in Music Education at the Assistant Professor level. The appointment will become effective July 1, 1998, subject to final budgetary approval. The Department offers programs leading to the PhD, M.A. and M.Ed. degrees, as well as a B Ed degree with teacher certification. Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, multi-disciplinary environment. Candidates should have a doctoral degree, a well-defined research program, and significant teaching experience at the elementary or secondary level. Duties will include teaching at the undergraduate and graduate levels, supervision of graduate students and student teachers, and development of an active program of research and publication. The salary will depend upon the successful candidate's qualifications and experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is March 15, 1998. A letter of application, curriculum vitae, the names, addresses, phone/fax numbers, and e-mail addresses of three referees, a statement of research interests, and a copy of one or more published papers should be sent to: Dr. David Robitaille, Head, Department of Curriculum Studies, Faculty of Education, The University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z4.

UNIVERSITY OF BRITISH COLUMBIA — Faculty of Education. The Department of Language Education at the University of British Columbia invites applications for a full-time, tenure-track academic appointment at the Assistant Professor level in the area indicated in the box below. The Department houses the areas of English Education, ESL, Teacher Librarianship, Reading Education, and Modern Language Education. The Department of Language Education offers PhD, M.A. and M.Ed. degrees, and Diploma programs. It also works closely with programs run by the Teacher Education Office. Modern Language Education — Assistant Professor; ability to teach French language education courses at the elementary/secondary level, plus graduate courses related to issues in French language education in the Canadian context. Must have research interests in two or more of the following areas: literacy, language policies, developmental psycholinguistics, bilingualism, French immersion, and language assessment. Excellent oral and written French and English skills are required. Familiarity with French immersion, core French, and programme cadre programs and language policies in British Columbia, and active Francophone community relations and involvement are highly desirable. Personal and/or professional experience in multilingual, multicultural settings is also highly desirable. All applicants should have a doctoral degree (or be in the final stages of a dissertation); show evidence of research competence and interests, and have teaching experience at the K-12 and post-secondary levels. Duties may include teaching at both undergraduate and graduate levels, supervision of student teachers and graduate students, administrative duties in the French teacher education program, and participation in scholarly activity and publication. Letters of application should include a C.V., names, addresses and phone numbers (and e-mail addresses) of three referees; a statement of research interests; and an example of a recently published work (if available). Normally appointments will become effective July 1 of the year and will be subject to final budgetary approval. Applications should be directed to the address below. Final date for applications is January 31, 1998. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dr. Marion Crowhurst, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4; Telephone: (604) 822-5233; Fax: (604) 822-3154; e-mail: crowhurs@unixg.ubc.ca.

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a fulltime, tenure-track position in Mathematics Education at the rank of Assistant Professor. The appointment becomes effective July 1, 1998. Candidates should have an earned doctoral degree in mathematics education or be close to completing doctoral studies. Preference will be given to candidates with teaching experience at the secondary level. Some knowledge of computer education is desirable. Duties include teaching undergraduate and graduate courses in mathematics education, supervision of graduate students, occasional supervision of interns, and development of a program of research and scholarly work. The University is committed to employment equity. Members of the Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. R. Fiam, Head, Department of Curriculum Studies, College of Education, 28 Campus Drive, Saskatoon, SK S7N 0X1 Phone 306-966-7587; Fax 306-966-7658; E-mail: fram@duke.usask.ca. Closing date for applications: February 13, 1998.

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a fulltime, tenure-track position in Science Education (Biology/Ecology Education) at the rank of Assistant Professor. The appointment becomes effective July 1, 1998. Preference will be given to candidates with an earned doctoral degree in science education; those close to completing doctoral studies will also be considered. Preference will be given to candidates with teaching experience that includes biology/ecology education, and elementary and/or secondary grades. Duties include teaching undergraduate and graduate courses in science education (elementary, middle, secondary), supervision of graduate students, supervision of undergraduate practica, and development of a program of research and scholarly work. The University is committed to employment equity. Members of the Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. R.D. Fiam, Head, Department of Curriculum Studies, College of Education, 28 Campus Drive, Saskatoon, SK S7N 0X1 Canada Phone: 306-966-7587; Fax: 306-966-7658; E-mail: fram@duke.usask.ca

THE UNIVERSITY OF WINNIPEG — The Bachelor of Education Program at The University of Winnipeg invites applications for a probationary tenure track position at the rank of Assistant Professor in Early/Middle Years Mathematics Education. Subject to budgetary approval, this appointment is effective July 1, 1998. Initial rank and salary will be commensurate with qualifications and experience. Applicants should have a PhD, a strong commitment to undergraduate teaching, to research, and experience teaching in early/middle years settings. The successful candidate will also have a demonstrated commitment to undergraduate teacher education and ideally, be knowledgeable in the areas of curriculum planning and program development. Knowledge of educational technology is desirable. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. Interested candidates should, by February 27, 1998, send a curriculum vitae, including the names of three referees, to: Dr. Annabelle Mays, Director of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Phone: 1-204-786-9772; Fax: 1-204-774-4134.

THE UNIVERSITY OF WINNIPEG — Developmental Studies, Early Childhood Educator Training Program. Developmental Studies at The University of Winnipeg, invites applications for a two-year position (with possible extension upon review in the second year) at the rank of Instructor or Assistant Professor. Subject to budgetary approval, this appointment is effective July 1st, 1998. Salary will be commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from individuals with extensive experience in the child care field, particularly in child development and either center management/child care administration, or special needs. Responsibilities will include teaching undergraduate courses in some combination of: applied child development, child care administration, special policy as it affects children, and special needs. The successful candidate will also be responsible for supervising advanced internships and serving as a liason with the child care community. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 27th, 1998, send a curriculum vitae, including three letters of reference, and a sample of research to: Dr. Louesa Polyzoi, Coordinator of Development Studies, The University of Winnipeg, Developmental Studies Program, Room 1B11, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Phone: 1-204-786-9841; Fax: 1-204-774-4134.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Education Program at The University of Winnipeg invites applications for a probationary tenure track position at the rank of Assistant Professor in Early/Middle Years Reading and Language Arts. Subject to budgetary approval, this appointment is effective July 1, 1998. Initial rank and salary will be commensurate with qualifications and experience. Applicants should have a PhD, a strong commitment to undergraduate teaching, to research, and experience teaching in early/middle years settings. The successful candidate will also have a demonstrated commitment to undergraduate teacher education and ideally, be knowledgeable in the areas of curriculum planning and program development. Knowledge of educational technology is desirable. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. Interested candidates should, by February 27, 1998, send a curriculum vitae, including the names of three referees, to: Dr. Annabelle Mays, Director of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Phone: 1-204-786-9772; Fax: 1-204-774-4134.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Education Program at The University of Winnipeg invites applications for a probationary tenure track position at the rank of Assistant Professor in Inner City and/or Aboriginal Education. Subject to budgetary approval, this appointment is effective July 1, 1998. Initial salary will be commensurate with rank, qualifications and experience. Applicants should have a PhD, a strong commitment to undergraduate teaching, to research, and experience in K-S4 schools. The successful candidate must have demonstrated good working relationships with aboriginal communities and have familiarity with urban/inner city education issues. Ideally, the candidate will also have a knowledge of curriculum planning and program development as they relate to undergraduate teacher education. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. Interested candidates should, by February 27, 1998, send a curriculum vitae, including the names of three referees, to: Dr. Annabelle Mays, Director of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Phone: 1-204-786-9772; Fax: 1-204-774-4134.

UNIVERSITY OF ALBERTA — Faculty of Education Applications are invited for a number of tenure-track positions in the Faculty of Education at the University of Alberta. The appointments will normally be at the Assistant Professor level with a minimum salary of $43,000 (subject to confirmation of funding). One or more of these positions will be offered at a senior level. The date of appointment will be July 1, 1998. Successful candidates will be expected to pursue programs of research and related scholarly activities. Normally applications will have teaching experience, a recognized teaching certificate, and evidence of successful teaching at the post secondary level. A doctorate or near completion in a related discipline is required. The Faculty is one of the largest in the country serving approximately 3200 undergraduate and 800 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a 4-year BEd, 2-year After Degree, 5-year Combined Degree (Arts, Science, P.E.), Advanced Diploma, MEd, EdD, and PhD. Department of Educational Psychology - Counselling. Responsibilities will include teaching at the undergraduate and graduate level, graduate student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship, providing leadership in the discipline. Applicants should posses a Doctoral degree in counselling psychology and be charted in the Province of Alberta or be eligible for chartering. The Department is particularly interested in individuals with expertise in the areas of family and child counselling. The Department of Educational Psychology offers Master's and Doctoral degrees in Counselling and School Psychology, and is in the process of seeking accreditation with the Canadian Psychological Association. Department of Educational Psychology — Assessment/Measurement. In the areas of research design and statistics, measurement and evaluation, and mathematics education. Working in the Centre for Research on Applied Measurement and Evaluation in the Department, the successful candidate will be expected to maintain an active program of research and publication commensurate with the Centre's mandate to conduct research in the areas of measurement and evaluation in various fields including education, health, and the social sciences, and to support research conducted by others in these fields. The successful candidate will be expected to supervise graduate students, to teach graduate courses in research design and statistics, and to teach undergraduate and graduate courses in mathematics education. Department of Secondary Education - Curriculum Studies. Emphasis in international, intercultural, and inclusive education. Duties will include developing and teaching graduate level courses in pedagogy, curriculum theory, and interpretive research methodologies, extensive graduate student supervision at the Master's and Doctoral level; as well as some undergraduate teaching responsibilities. Applicants will have a doctorate, recognized teaching certificate and experience in teaching in secondary schools and post-secondary institutions; and an established record of publication and research. Expertise in the application of cultural studies, pedagogical theorizing and teacher education to the field of curriculum studies will be definite assets. Department of Secondary Education - Physical Education. Duties will include teaching at the undergraduate and graduate level in physical education curriculum and teacher preparation, field experiences supervision, and graduate supervision at the Master's and Doctoral level. The successful candidate will be expected to have an active program of research and scholarship. Applicants will have a doctorate; a recognized teaching certificate and experience in teaching in secondary schools and post-secondary institutions; and an established record of publication and research. Expertise in the application of cultural studies, pedagogical theorizing and teacher education to the field of curriculum studies will be definite assets. Department of Educational Policy Studies — Educational Administration. Applicants must have a background of study, teaching, and/or research in at least one of these areas in education: administrative behaviour, organizational theory, educational leadership and supervision, or educational governance and politics. The ability to teach other courses in educational policy studies would be an asset. Familiarity with either K-12 or post-secondary education is essential. Responsibilities will include teaching at the graduate and undergraduate levels, supervising Master's and Doctoral students, conducting a program of research and publication, and being active in strengthening linkages with the educational community and professional associations. Department of Elementary Education - Literacy Education/Language Arts Education. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Literary/Language Arts Education, supervision of graduate students in Literary/Language Arts Education and supervision of the field experiences for Elementary Education students. Candidates should have a suitable academic background in Literary/Language Arts Education as well as appropriate teaching experience. An ongoing research program in Language Arts Education with an emphasis on research in Reading and/or Writing Education is expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by March 15, 1998 to Dr. Larry Beauchamp, Dean, Faculty of Education, 845 Education South, University of Alberta, Edmonton, Alberta, T6G 2E5. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENDOCRINOLOGY

DALHOUSIE UNIVERSITY/QUEEN ELIZABETH II HEALTH SCIENCES CENTRE — The Department of Medicine, Dalhousie University/QEII Health Sciences Centre seeks applications for the position of Head/Service Chief of the Division of Endocrinology. This is a clinical appointment with periodic review (geographic full-time) position with the academic rank of associate/full professor dependent upon qualifications. Candidates must have FRCP(C) certification (or equivalent) and be eligible for specialty licensure in Nova Scotia. Responsibilities will include supervising the delivery of Endocrinology services within a secondary/tertiary referral academic medical centre in addition to maintaining and expanding educational and research programs. Candidates should have an established track record in clinical care, teaching and research with good interpersonal skills and superior leadership potential. The Division of Endocrinology is one of 13 within a strong academic Department of Medicine. There are excellent opportunities for collaborative educational and research endeavours with other clinical and basic science departments. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal Peoples, persons with disabilities, racially visible persons and women. Please send Curriculum Vitae and names and addresses of 3 referees to: Dr. John G. Hanly, Chair, Endocrinology Search committee, Department of Medicine, Suite 310 Bethune Building, 1278 Tower Road, Halifax, NS B3G 2Y9.

ENGINEERING

UNIVERSITY OF ALBERTA — Applications and nominations are invited for a full time tenure-track position in Petroleum Engineering commencing July 1, 1998. Candidates should have a good basic petroleum engineering background with a strong interest in oil and gas economics and property evaluation, energy economics and project economics and management. Complementary interests in reservoir engineering, well-test analysis, heavy oil/oil sand recovery and in trends in engineering education will be an advantage. Candidates should have a Bachelor's degree in Petroleum Engineering with Masters and Doctorate degrees in Petroleum or Chemical Engineering related topics. The successful candidate will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta. The intention is to make an appointment at the level of Associate Professor or Professor. The current base salary for an Associate Professor is $43,052 and for a Professor $61,070. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his/her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research are required. Strong leadership capabilities are essential to continue development of the Petroleum Engineering program and to foster close cooperation with the petroleum industry. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 2,500 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers BSc, MEng, MSc and PhD programs in both Mining Engineering and the Petroleum Engineering. The School has 10 faculty positions, 143 undergraduate students and 35 graduate students. The University is situ-

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University Librarian
University of Prince Edward Island

Applications are invited from qualified candidates for the position of University Librarian, to take office on 1 July 1998.

The Robertson Library at the University of Prince Edward Island supports teaching, learning, and research in Faculties of Arts, Science, Education, and Veterinary Medicine and in Schools of Business and Nursing. The Library serves approximately 3000 full- and part-time students and 200 faculty and is a major research facility for the Island community. The University Librarian is a senior University administrator who reports to the Vice President, Academic Support, serves on Senate, participates in University committees, works cooperatively with consortia, and represents the University of provincial, regional, and national forums. The University Librarian is responsible for all areas of library development, planning, and budgeting and directs a staff of twenty-five full-time employees.

Candidates for the position must have professional qualifications in librarianship and a further advanced degree or equivalent experience and a minimum of ten years academic library experience. Proven ability to provide leadership within a collegial environment and an understanding of current issues in academic libraries are essential. Substantial management and budgeting skills, experience in planning and implementing information technologies in a modern library setting, interpersonal, managerial and organizational skills at a senior administrative level, and demonstrated written and verbal communication skills are also required.

Candidates should send a letter of application and a detailed *curriculum vitae* and arrange to have three letters of reference sent, all by 15 March 1998, to:

Dr. John Crossley
Vice President, Academic Support
University of Prince Edward Island
550 University Avenue
Charlottetown, Prince Edward Island
C1A 4P3

Phone: 902-566-0405, Fax: 902-628-4311, E-mail: crossley@upei.ca

Additional information about UPEI and the Robertson Library is available at www.upei.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.

Brandon University
Dean of Students/University Registrar

Applications and nominations are invited for the position of Dean of Students/University Registrar. This is a senior management position and reports to the President through the Vice-President, Academic & Research.

The incumbent will sit on the Deans' Committee and President's Advisory Group and will be a member of the University Senate. Reporting to the Dean of Students/University Registrar are 22 staff in the areas of Student Services which includes residence hall programs, counselling and learning skills; Enrollment Management which includes admissions, recruiting, retention, and mature student centre; and the Senate Secretariat which includes Senate and senate committee support, awards, and convocation.

The successful candidate will have a minimum of a master's degree (or equivalent). Preference will be given to candidates with appropriate professional expertise and experience in the area of student services and/or guidance and counselling in a University environment as well as demonstrated administrative experience. The successful candidate will also be able to show leadership and vision with a sincere desire to provide exceptional service to students which anticipates ever changing needs.

Brandon University is a primarily undergraduate University with a mandate to serve rural, northern and Native students. It serves over 3,000 full and part-time students with approximately 180 faculty and 170 support staff in the faculties of Arts, Science, Education, Music, and Health Studies. Graduate programs are currently offered in Education and Music. In addition, Brandon University has been a leader in developing well-established programs for the aboriginal populations of Manitoba and in developing special programs for both non-traditional and mature students.

The Dean of Students/University Registrar will be appointed for a five year term, renewable upon review. Applications should include a letter of interest, a curriculum vitae, official transcript, names of three referees and be forwarded to the following address. The closing date for applications is **February 27, 1998** or until the position is filled.

Search Committee for the Dean of Students/University Registrar
c/o Scott J. B. Lamont, Chief Administrative & Financial Officer
Brandon University
Brandon, Manitoba R7A 6A9
FAX number: (204) 726-4573

In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

ated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta T6G 2G7, Phone: (403) 492-3810, Fax: (403) 492-0249. Application Deadline: February 28, 1998 The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF OTTAWA — Department of Chemical Engineering. Faculty Position: Applications are invited for a three-year contractual position at the rank of Assistant Professor. The candidate must hold a bathelor's degree and a PhD in chemical engineering. The duties include the teaching of undergraduate and possibly graduate chemical engineering courses and participation in departmental and university activities. While research is considered of less importance for this position, the successful candidate will be encouraged to apply for research funds and engage in research activities. Equity is a University policy. The University strongly entourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. This department plans to fill this position by May 1st, 1998. Applications should be received by February 27th, 1998. Interested apolitants should send their curriculum vitae and the names of at least three references to: Dr. V. Hornof, Chairman, Department of Chemical Engineering, University of Ottawa, P.O. Box 450, Station A, Ottawa (Ontario) K1N 6N5; http://www.genie.uottawa.ca.

UNIVERSITÉ D'OTTAWA — Département de génie chimique. Poste dans l'enseignement: Vous sommes à la recherche d'une personne pour combler un poste contractuel de trois ans au rang de professeur adjoint ou professeure adjointe. Pour poser votre candidature, vous devez détenir un baccalauréat et un doctorat en génie chimique. Votre tâche principale consistera à enseigner des cours du premier et, peut-être, de deuxième et de troisième cycle en génie chimique et à participer aux activités du département et de l'université. Alors que l'aspect de recherche est considéré moins important pour ce poste, la personne engagée sera encouragée d'obtenir des fonds et entreprendre des travaux de recherche. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Le Department souhaite combler ce poste le 1er mai 1998 et accepte les candidatures jusqu'au 27 février 1998. Si ce poste vous intéresse, faites parvenir à l'attention de dessous votre curriculum vitae et le nom d'au moins trois personnes aptes à fournir des références: Monsieur V. Hornof, directeur, Département de genie chimique, Université d'Ottawa, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5 http//www.genie.uottawa.ca.

UNIVERSITY OF VICTORIA — The Department of Mechanical Engineering. University of Victoria, invites applications for a tenure-track faculty position in the area of thermofluids. Appointment will be at the Assistant Professor level effective fuly 1st, 1998. The candidate should have completed a PhD in Mechanical Engineering or a related field and be eligible for registration as a Professional Engineer. The candidate is expected to teach at the undergraduate and graduate level, and to develop an active research program that complements the Department's research activitres and to be actively involved in supervising graduate students. B.Eng., M.Eng., M.A.Sc. and PhD programs are offered. There are 15 faculty members, over 200 undergraduate students, and 50 graduate students. The undergraduate program is 100% co-op. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http://www.me.uvic.ca. Please send applications, including curriculum vitae and the names of three references, to Dr. Sadik Dost, Chair, Department of Mechanical Engineering, University of Victora, PO Box 3055 Stn CSC, Victon.a, BC, Canada, V8W 3P6. E-mail: dost@me.uvic.ca. Closing date for application is February 20, 1998. The University of Victoria is committed to the principle of employment equity and welcomes applications from all qualified candidates including women, people of aboriginal descent, members of visible minorities, and people with disabilities. In consideration of the Department's Equity Plan, women are invited to identify themselves on their applications. In accordance with Canadian Immigration Policy, priority will be given to applicants who are Canadian citizens or permanent residents.

MCGILL UNIVERSITY — The Department of Chemical Engineering. Applications are invited for a tenure-track appointment as Assistant Professor. The appointee will be expected to participate effectively in teaching at all levels and to develop a vigorous, independent research program. The successful applicant will have interest and expertise in the area of biochemical/environmental engineering. Applicants must have a doctoral degree and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. Salary within this academic rank will be commensurate with qualifications. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents m Canada. McGill University is committed to equity in employment. Send résumé, names of three references and elaboration concerning research and teaching interests to Professor R.I. Munz, Chair, Department of Chemical Engineering, McGill University, M.H. Wong Building, 3610 University Street, Montieal, Quebec, Canada, H3A 2B2, before April 30, 1998. The appointment will be made as soon as possible after the closure date.

UNIVERSITY OF SASKATCHEWAN — The Department of Mechanical Engineering. University of Saskatchewan, invites applications for a tenure-track faculty position in the mechatronics area. Applicants with a combined background in some of the following areas will be considered; control systems, electronics, instrumentation, system dynamics, vibrations, robotics and computer engineering. Appointment will be at the Assistant Professor level starting as early as July 01, 1998. The candidate should have completed a PhD m Mechanical Engineering or a related field and be eligible for registration as a Professional Engineer. Industrial experience is an asset but is not a requirement. The candidate is expected to develop an active research program involving graduate student supervision that complements the Department's research activities with a particular focus on industry based research. The successful candidate will be required to teach undergraduate and graduate courses. Excellent research facilities exist in the Department to support work in these areas. These include laboratories for control systems (fluid power control systems, intelligent systems), vibrations, advanced engineering design with networked work stations and advanced CAD software systems, and advanced manufacturing for robotic and computer-aided manufacturing software systems. The University of Saskatchewan has over 18,000 full and part-time students housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 220,000 people. In the College of Engineering, there are 80 faculty, 1150 undergraduate students, 320 graduate students and excellent facilities for research. Within the Department of Mechanical Engineering, there are 19 faculty, over 200 undergraduate students, and 60 graduate students with B.E., M.Eng., M.Sc., and PhD degree being offered. Please mail or e-mail applications, including curriculum vitae and the names of three references, to Dr. Greg Schoenau, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A9, E-mail: Greg_J_Schoenau@engr.usask.ca; Home Page: http://www.engr.usask.ca/dept/mce. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of the visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Applications are invited from qualified individuals, regardless of their immigration status in Canada, although priority will be given to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY — Department of Electrical and Computer Engineering. Queen's University at Kingston, Ontario, Canada. The Department of Electrical and Computer Engineering at Queen's University invites applications for an immediately available, tenure track position in the area of computer engineering. The appointment will be at either the Assistant or Associate Professor level, depending upon qualifications and experience of the successful applicant. The position requires a PhD in computer engineering or a closely related field. Relevant industrial experience would be an asset. The successful candidate will be dedicated to effective teaching at both the undergraduate and graduate levels, expected to develop a strong research program which involves the supervision of graduate students and industrial interaction, and willing to participate m the administrative affairs of the Department, Faculty and University. The Department has 21 Faculty with four IEEE Fellows, $3M in annual research funding, 315 undergraduate students and 125 graduate students. More information on the Department is available at WWW site: http://http.ee.queensu.ca:8000. This position is intended to complement current departmental activities in the areas of computer engineering and communications systems. Areas of interest include software engineering, distributed computer systems, communication protocols, real-time computer systems, and digital VLSI circuits. Send application by March 1, 1998, including a curriculum vitae, the names of three referees, and a statement on teaching and research mterests to, Dr. J.C. Cartledge, Chair, Appointments Committee, Department of Electrical and Computer Engineering, Queen's University, Kingston, Ontario, Canada K7L 3N6. Professional Engineering registration or eligibility and commitment to register as a Professional Engineer is a necessary condition for appointment. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. This advertisement is directed to both Canadian and international candidates.

UNIVERSITY OF CALGARY — The Department of Chemical and Petroleum Engineering invites applications for a tenure-track position at the Assistant or Associate Professor level, for the next academic year. Although the starting date is flexible, the normal starting date is July 1, 1998. Individuals with an earned PhD in Chemical Engineering and a demonstrated achievement in teaching and research are invited to apply. The area of specializatzon is process control. Other areas of expertise should include process modeling (both steady state and dynamics), process identification, model based control, non-linear control and optimizatron. Salary and rank are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Interested individuals should send a curriculum vitae, a statement of teaching and research interests, and the names of three referees, prior to January 31, 1998 to: Professor R.G. Moore, Head, Department of Chemical and Petroleum Engineering, The University of Calgary, 2500 University D.rive N.W., Calgary, Alberta T2N 1N4

UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the level of Assistant or Associate Professor, in the area of Experimental Fluid Mechanics. In particular, we are seeking candidates who have a strong background and research interest in turbulence measurements and physical modeling. Applicants must possess a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and university service to the Department. Interested apolicants should immediately e-mail or fax an expression of interest to: Dr. R.J. Pick, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Fax: (519) 888-6197; E-mail: rpick@mechoffice.watstar.uwaterloo.ca to be followed by the submission of a detailed curriculum vitae and the names of three references, to the above address. Applications will be accepted until January 30, 1998 or until suitable applicants are found. All positions are subject to the availability of funds. Salaries will be commensurate with qualifications and experience. Information about the Faculty and Department can be found at http://sail.uwaterloo.ca/~mewww). In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at any professional level in the area of manufacturing processes. In particular, we are seeking candidates who have a strong background m metal forming based on a knowledge of plasticity, and interest in numerical modelling. Applicants must possess a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. Interested apolicants should immediately e-mail or fax an expression of interest to: Dr. R.J. Pick, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Fax: (519) 888-6197; E-mail: rpick@mechoffice.watstar.uwaterloo.ca to be followed by the submission of a detailed curriculum vitae and the names of three references, to the above address. Applications will be accepted until January 30, 1998 or until suitable applicants are found. All positions are subject to the availability of funds. Salaries will be commensurate with qualifications and experience. Information about the Faculty and Department can be found at http://sail.uwaterloo.ca/~mewww). In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemical and Bio- Resource Engineering invites applications for a tenure track appointment at the rank of Assistant Professor starting July 1, 1998. Applicants should have a PhD in Chemical Engineering or in a closely related field and have a strong commitment to effective teaching in one or more of the following areas: process simulation, process synthesis, plant design and environmental engineering. The successful candidate must have the ability and commitment to initiate a vigorous research program in a corresponding area of chemical engineering. Relevant industrial experience would be an asset and eligibility for licensing as a Professional Engineer is essential. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three referees, should be sent to Dr. B.D. Bowen, Actong Head, Department of Chemical and Bio-Resource Engineering, The University of British Columbia, 2216 Main Mall, Vancouver, BC, Canada, V6T 1Z4 The deadline for receipt of applications is February 15, 1997

UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering: Applications are invited for a tenure-track faculty position. The salary and rank of the appointment will be commensurate with qualifications and experience. Candidates must either hold a PhD m Metallurgical Engineering or related field, or expect to receive one before July 1, 1998. Our primary needs are in mineral processing and process metallurgy, but we are interested in high-quality candidates in any area of metallurgical engineering. Experience in process design would be an asset. The successful candidate will be expected to establish a viable and productive research program, and to teach both undergraduate and graduate courses. In accordance with Canadian Immigratron requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three references, and a statement of current research interests and plans for future research should be sent to: Dr. S.E. Wanke, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Albena, Canada T6G 2G6 Applications are requested prior to February 15, 1998. Information about our Department can be found on our web site http://www.ualberta.ca/calONTAENG/. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WESTERN ONTARIO — Chair, Department of Electrical and Computer Engineering. The Faculty of Engineering Science at the University of Western Ontario invites applications and nominations for the position of Chair of the Department of Electrical and Computer Engineering. This tenured appointment will be made at the rank of Professor effective July 1, 1998. We are seeking an energetic and dynamic leader for the Department. The University of Western Ontario is located in London, Ontario, which is situated a two hour drive from both Toronto and Detroit. London is rated as one of the bers cities in which to live in Canada in terms of quality of life. The University of Western Ontario with over 24,000 students is one of the top 10 research intensive universities in Canada. The Department of Electrical and Computer Engineering currently has 12 faculty members and an average enrolment of 80 students in each of the undergraduate years. The undergraduate program has options in Electrical Engineering and Computer Engineering as well as a concurrent degree program in which it is possible to combine a degree in Electrical Engineering with a degree in Computer Science or a number of other disciplines. The Department is in the process of expansion with the intention of developing a full program in Computer Engineering. In addition a program in Software Engineering is being contemplated. The Department has an active graduate program with areas of specialization which include Applied Electrostatics and Electromagnetics, Communications, Control Systems, Communication Systems Technology and Networking, Computer Vision and Robotics, Power Systems and Machines Active collaboration takes place between members of the Department and other Departments in the University such as Computer Science, Physics and Medicine. The Department is home to two unique Centres, The Applied Electrostatics Research Centre and The Advance Communications Engineering Centre with Bay Networks and Bell Canada as the founding partners. The Chair of the Department will be expected to play a leadership role in the expansion of the program. The preferred candidate will have demonstrated a commitment to excellence in undergraduate and graduate teaching, a strong research record and administrative experience. Position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Nominations and applications should be sent to: Dean R.M. Mathur, Faculty of Engineering Science, University of Western Ontario, London, Ontario, Canada, N6A 5B9 by February 28, 1998.

DALHOUSIE UNIVERSITY — The Department of Mechanical Engineering at Dalhousie University (DalTech; formerly the Technical University of Nova Scotia) invites applications for a tenure-track position in any of the following areas: dynamic systems & design and/or manufacturing engineering. The appointment is expected to be at the Assistant Professor level; however, outstanding candidates with academic experience may be considered for a position at the rank of Associate Professor. The successful candidate will be expected to teach courses at the undergraduate and graduate levels, to maintain and develop teaching laboratories, and to establish a vigorous and externally-funded research program. Candidates must have an earned doctorate in Mechanical Engineering, an outstanding academic record, excellent communications skills and teaching ability, and should be qualified to be registered as a professional engineer. Industrial experience, although not essential, will be considered an asset. Applications, including a curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of three referees should be submitted to: Dr. Marek R. Kujath, Head, Department of Mechanical Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4 by February 15, 1998. It is expected that the appointment will be made by July 1, 1998. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities, and visible minorities.

ENGLISH

THE UNIVERSITY OF CALGARY — Department of English, invites applications for one three year contingent term position at the rank of Assistant Professor. This appointment is effective July 1, 1998. Salary floor is $40,238. Applications are invited from candidates with a completed PhD, teaching experience, and qualifications in American literature before 1900. We are particularly interested in candidates working in one or more of the following: cultural studies; contacts between cultures; more than one literature; more than one historical period. The successful candidate will normally teach in both Calgary and Red Deer in the University of Calgary degree program at Red Deer College. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The deadline for receiving completed applications is March 20, 1998. Only complete applications received by March 20 will be considered; candidates are responsible for ensuring that letters of reference and graduate transcripts are received by the Department by that date. Applicants should include with their apolications two copies of both a curriculum vitae and a recent writing sample of no more than 20 pages, and arrange to have graduate transcripts and three letters of reference sent directly to: Dr. A. Kertzer, Head, Department of English, The University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Assistant Professor, probationary (tenure-track) beginning July 1, 1998, subject to budgetary approval. A PhD is required with teaching experience at the university level. We seek candidates to teach undergraduate courses in American and British Literature, with particular emphasis on Modernism and Cultural Studies. The successful candidate will have research, publication and teaching experience in both national literatures and their shared affinities. The abrlity to teach contemporary American or British Literature in addition to literature of the nineteenth century will be an asset. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apoly to other university funding sources in support of research and attendance at conferences. The current mmimum salary for an Assistant Professor is $38,097.00 per annum. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence m teaching, research and scholarship. The University is an equal opportunity employer and offers a

Director, School of Nursing

Applications are invited for the position of Director of the School of Nursing. The five-year appointment, to commence July 1, 1998 or as soon thereafter as possible, holds tenured or tenure stream faculty status.

A fully-accredited program, the Ryerson School of Nursing enjoys a positive reputation as a leader in undergraduate baccalaureate nursing education. It provides a four-year, full-time degree program, a two-year post RN degree completion program on a full- or part-time basis, and several advanced professional certificates. In collaboration with other Ontario university nursing programs, the School is involved in a primary health nurse practitioner certificate program. Potential areas for future development include participation in interdisciplinary studies at the undergraduate and graduate levels and collaborative programs with Colleges of Applied Arts and Technology in Ontario. Currently the school has 700 full-time and 500 part-time students and a full-time tenured faculty complement of 30.

The successful candidate will possess strong administrative and leadership skills and will have a demonstrated commitment to innovative approaches to nursing education to meet the needs of our evolving health care system. Other important qualifications include: an advanced degree in nursing/health sciences; eligibility for an Ontario Certificate of Competence; a substantial record of scholarly and research achievements; prior academic experience in a university environment; and an established reputation in the professional community. While an earned doctorate is strongly preferred, exceptional candidates with other qualifications will be considered.

Please forward your application, a detailed curriculum vitae and the names and addresses of three referees, to be received by February 16, 1998, to: Dr. Judith Sandys, Dean, Faculty of Community Services, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3.

This advertisement is directed to Canadian citizens and permanent residents. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified applicants, including women, visible minorities, aboriginal peoples, and people with disabilities.

RYERSON

DISTINGUISHED CHAIR IN DAIRY POLICY Department of Agricultural Economics & Business

This is a tenure track position at the Associate or Professor level created with partnership between the University of Guelph and the Dairy Farmers of Ontario The Distinguished Chair in Dairy Policy will provide leadership in research, policy analysis and development, teaching and industry/university interaction in dairy policy issues of relevance to the Ontario and Canadian dairy industry The approximate percentage of effort is 60 percent research, 20 percent teaching and 20 percent public service. Academic qualifications include a PhD in Agricultural Economics or related field; a distinguished record of research, teaching and public service in agricultural policy and a strong commitment to the transfer of technology to the agrifood sector Bilingualism is a desirable asset.

The successful candidate will be one who can recognize the challenges facing the industry and who can identify innovative ideas and approaches to meet these challenges. The successful candidate is expected to provide leadership to the industry as it adjusts and adapts to new market conditions Specifically, the successful candidate is expected to develop an outstanding program of dairy policy research and analysis; build a team to address important policy issue, supervise graduate students within the Department of Agricultural Economics and Business; teach at least one course at either the graduate or undergraduate level; actively participate in industry committees, task forces, and meetings; effectively communicate both orally and in written form with all industry, government, and academic stakeholders and assist the Dairy Farmers of Ontario in achieving its vision.

Applications should include a curriculum vitae, a brief description of career interests, a recent sample of research related to the dairy or a related industry and the names of three referees. They should be sent to **Dr. Karl Meilke, Acting Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1,** Fax 519-767-1510. Deadline date for applications is **March 31, 1998**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

CLASSIFIEDS

non-smoking environment. A letter of application, including a curriculum vitae, transcripts, copies of any recent publications, the names of three referees (who have been requested to send letters), and evidence of ability to teach, preferably including course evaluations and statement of teaching philosophy should be sent to: Professor John Woods, Acting Chair, Department of English, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4 Telephone (403) 329-2378, Fax: (403) 382-7191, e-mail: ramtey@uleth.ca The closing date for applications is February 28, 1998.

ST. THOMAS UNIVERSITY— The Department of English at St. Thomas University invites applications for two tenure-track positions, assistant professor rank, commencing July 1, 1998. St. Thomas is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. One of the positions available is in Shakespeare, and the other is in World Literature in English. The successful applicant for the position in Shakespeare will demonstrate broad competence in Elizabethan and Jacobean drama. Secondary interests in Cultural Studies and/or Medieval Studies would be assets. The successful candidate for the position in World Literature in English will demonstrate competence throughout the wide range of the discipline. Secondary interests in Cultural Studies and/or Media Studies would be assets. Candidates are to possess a PhD, successful teaching experience, and publications. Please submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Prof. Fenton Burke, Chair, Department of English, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: February 16, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

UNIVERSITY OF MANITOBA — The Department of English at the University of Manitoba offers a graduate program in literature and undergraduate programs in literature, film and theatre. The department operates a media lab and offers both scholarly and creative thesis options for the MA. We invite applications for six full-time tenure track positions at the rank of Assistant Professor beginning July 1, 1998 (subject to final budgetary approval). We welcome applications in the following areas: Contemporary Literature, Creative Writing, Cultural Studies, Film, Medieval English, Post-colonial Literatures, Renaissance Literature, Rhetoric and Writing, Shakespeare, Theory, and Victorian Literature; none of the areas identified has precedence. We particularly invite applications from persons who have a substantial background in more than one of these areas, who have interdisciplinary interests and expertise and who are able to teach general as well as specialized courses. Applicants must have completed the PhD by the date of appointment. The 1997-98 salary range for these positions is $40,868-$48,000. Salary will be commensurate with experience and qualifications. The successful candidates will be expected to teach a first-year course as well as undergraduate courses in their area of specialization, and will be granted a half-course load reduction for the first year. Staff are eligible to apply to university programs in aid of research, and will receive both a travel and a professional development allowance. Additional duties will include research and department/community service. The University of Manitoba is located in Winnipeg, Manitoba, a vibrant city with a highly developed arts and cultural scene, including symphony orchestra, ballet, opera, and very active writing, film and theatre communities. The University of Manitoba encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, curriculum vitae, teaching dossier and writing sample, and arrange for transcripts and three letters of reference to be forwarded, no later than February 23, 1998, to: Professor David E. Arnason, Head, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Humanities and Languages at the Saint John campus of The University of New Brunswick invites applications for two tenure-stream positions in English at the rank of Assistant Professor, effective 1 July 1998, subject to final budgetary approval. Applicants will be expected to have a completed PhD and to teach courses at the introductory level and in at least two of the following areas: 17th Century literature, 18th Century literature, Romantic literature, Victorian literature, Modern British literature, Canadian literature, American literature, dramatic literature and production. Additional expertise in any of the following fields would be helpful: Comparative literature, Science Fiction/Utopian literature, Creative Writing, Children's literature, Film/Media studies, Information Technology. For further information contact Dr. Mary Smith (smith@unbsj.ca) or Dr. James Noble (noble@unbsj.ca). Successful applicants will be generalists who demonstrate a strong commitment to both teaching and research. Salary will be commensurate with experience and qualifications. Send letter of application, a current curriculum vitae (2 copies), and the names of three references to: Dr. Ken Coates, Dean of Arts, The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5 or by fax (506) 648-5611. Complete applications must be received by 15 February 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principal of employment equity.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill a position for a Teaching Postdoctoral Fellow to teach first-year English, a second year introductory course in British literature, and a senior course in Romantic literature. The appointment is for one year, starting 1 July 1998, and will be renewable for a second year, subject to funding. The successful candidate will be expected to conduct research in his or her field and to participate actively in the life of the department. The annual salary is $35,000. Applicants should send a current c.v., with three letters of referenie, and evidence of research interests and publication to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, B.C. V6T 1Z1. Teaching experience is desirable. Complete applications must be received by 30 January 1998. The UBC English Department includes 62 tenure-stream members, 24 full and part-time sessional lecturers, and 50 teaching assistants. The Department offers a strong honours programme with over 100 students, its Major attracts about 500 annually. Its Graduate Program has over 100 students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF PRINCE EDWARD ISLAND — English. The University of Prince Edward Island has been committed for twenty years to campus-wide instruction in undergraduate writing. It now wishes to strengthen that commitment. Accordingly, the Department of English invites applications for a tenure-track appointment at the Assistant Professor level in Rhetoric and Composition, beginning July 1, 1998. Applicants should have the PhD. Normally, faculty in the English Department teach six single-semester courses annually. For the foreseeable future, however, the successful candidate for this position will dedicate only two-thirds of his or her teaching time to the English Department (four single-semester courses, at least three of which will be first-year composition or professional writing courses). The course abatement is intended to allow the successful candidate to support and develop campus-wide writing projects; therefore, demonstrated administrative and leadership abilities are essential, in connection with, for example, Writing Across the Curriculum (currently the subject of a university-wide task force), a writing centre, or writing curriculum development. The ideal candidate will be also flexible and versatile enough to teach courses in other areas in English studies, as the need or opportunity arises. Dedication to and demonstration of excellence in undergraduate teaching are as important as excellence in research. Send letters of application, curriculum vitae, teaching dossier, copies of any recent publications, and at least three letters of reference to: Dr. Shannon Murray, Chair, Department of English, University of Prince Edward Island, Charlottetown, PEI, C1A 4P3. Fax: (902) 566-0363 Applications and supporting material must be postmarked or faxed no later than February 16, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of English invites applications for a tenure-track appointment at the Assistant Professor level in Restoration and Eighteenth-Century Literature, beginning July 1, 1998. Applicants should have the PhD or be very close to completion. For this position, dedication to and demonstration of excellence in teaching are as important as scholarly accomplishment. Instructors in the Department teach six single-semester undergraduate courses annually — normally, three upper-level specialized courses and three introductory, survey, or composition courses. Candidates should also be flexible and versatile enough to teach courses in other areas, as the need or opportunity arises. Send letters of application, curriculum vitae, teaching dossier, copies of any recent publications, and three letters of reference to: Dr. Shannon Murray, Chair, Department of English, University of Prince Edward Island, Charlottetown, PEI, C1A 4P3. Fax: (902) 566-0363. Applications and supporting material must be postmarked or faxed no later than February 16, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY — The Faculty of Environmental Studies at York University in Toronto invites applications for a tenure stream appointment in the area of Global Environment and Development. This appointment, effective July 1, 1998, will be at the Assistant Professor level. The Faculty adopts a broad definition of "environmental studies", including natural, built, social and organizational environments. The Faculty expects applicants to demonstrate enthusiasm for and competence in teaching and advising students at the undergraduate and graduate levels in a highly individualized program; commitment to interdisciplinary education and research and to collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. The successful applicant is expected to teach and advise students (in theory, methods, and applications), have a strong or promising scholarly record, and have proven ability in linking action and theory and in developing interdisciplinary approaches to environmental issues. Applicants should submit a letter discussing their understanding of, approach to, and experience in global environment and development, their qualifications, research agendas and teaching interests, their CV, the names, addresses (including e-mail) and telephone numbers of three references, and a sample of their work, to Chair, Search Committee, Faculty of Environmental Studies, York University, North York, Ontario, Canada M3J 1P3 (FAX: 416 736-5679; e-mail: fvotson@yorku.ca). The deadline for receipt of applications is January 31, 1998. Information about the Faculty of Environmental Studies can be found at http://www.yorku.ca/faculty/fes. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from qualified people of colour, aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL/ URBAN STUDIES

THE UNIVERSITY OF WINNIPEG — Department of Biology and Interdisciplinary Programme in Environmental Studies/Urban Studies. Applications are invited for a joint position in the Department of Biology and the Environmental Studies/Urban Studies programme. This is a tenure-track appointment at the rank of Assistant Professor. The appointee should be able to teach in the area of Forest Ecology, Resource Management and Environmental Assessment. Applicants should have a PhD in an appropriate discipline. The successful candidate must have a strong commitment to undergraduate teaching and will be expected to attract external research funding. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Subject to budgetary approval this position will commence on July 1, 1998. Deadline for submission of applications is February 15, 1998. Interested candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded directly to Dr. R.C. Bollman, Chair, Department of Biology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Tel: 204-786-9862, Fax 204-774-4134; Email rod.bollman@uwinnipeg.ca.

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video, York University, invites applications for a full-time tenure-track position at the level of assistant professor in Production, effective July 1, 1998 (subject to budgetary approval by the University). The Department offers an Honours B.A. and B.F.A. programme and an M.F.A. programme with specializations in production, screenwriting and historical, critical and theoretical studies. Responsibilities of the position will include the teaching of a full range of appropriate undergraduate and graduate courses embracing the creative and technical aspects of both film and video production, with particular emphasis on video production and post-production (including digital post-production techniques), and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committee, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent professional experience. Demonstrated excellence, with at least five years professional experience as a film or video maker is essential, as is teaching experience in a post-secondary film and video programme. An ability to contribute to the teaching of courses in screenwriting and/or historical, critical and theoretical studies would be an asset. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is February 6, 1998. A letter of application, a curriculum vitae and three letters of reference must be sent to: Scott Forsyth, Chair, Department of Film & Video, Room 222 Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Film & Video, York University, invites applications for a full-time tenure-track position at the level of assistant professor in Screenwriting, effective July 1, 1998 (subject to budgetary approval by the University). The Department offers an Honours B.F.A., and Honours B.A. and an M.F.A. with specializations in production, screenwriting and historical, critical and theoretical studies. Responsibilities of the position will include the teaching of a full range of undergraduate and graduate courses in screenwriting, and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate screenwriting theses. The successful candidate will also be expected to contribute to

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UNIVERSITE YORK UNIVERSITY

Toronto, Canada

Science Education
Tenure Track Appointment — 1998-99

Applications are invited for a newly created position in Science Education.

The Position:
The successful candidate will have a strong basic education in one of the science disciplines as well as in Education; and, will have engaged in scholarly work in relevant areas such as philosophy, curriculum or policy of science education, teaching/learning/assessment, or the relationship of science, technology and society. Experience in teaching and conducting research on science curriculum, pedagogy, assessment or the use of technology in science education is desirable, as is experience in a multicultural context. Teaching experience at the elementary or secondary level will be considered an asset. The candidate will be expected to take a leadership role in the development of science education in the Faculty of Education and across the University.

The Candidate:
The candidate will have completed a doctorate and present evidence of broad engagement with the study and practices associated with the vacancy. The candidate must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field, in the Faculty of Pure and Applied Science and across the University; and, be actively involved in the field of science education.

The Appointment:
While preference will be given to appointments at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Potential assignments within the Faculty of Pure and Applied Science will be dependent upon experience. The appointment would normally commence 1 September 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities.

Applications:
A detailed letter of application should address your qualifications and research in relation to the advertised position and to the context described above. Submit your curriculum vitae, one or two samples of your scholarly writing, and the names/addresses of three or more potential referees to:

Science Education Selection Committee
c/o Dean Stan Shapson, Faculty of Education,
S853 Ross, York University, 4700 Keele Street,
North York, Ontario, Canada. M3J-1P3

FAX: 416-736-5609 or 416-736-5913; INTERNET: bmerri@edu.yorku.ca (Bev Merriman, Secretary to Committee). Letters and C.Vs only can be sent online in WP format while scholarly materials must be mailed.

Closing Date: 15 February 1998

DEAN — FACULTY OF SCIENCE

The University of British Columbia invites applications and nominations for the position of Dean of the Faculty of Science. The preferred starting date is July 1, 1998.

UBC is a publicly supported university comprising twelve faculties, nine schools and numerous centres and institutes. The University ranks among the leading universities in North America and is strongly committed to internationalisation with a stated mission to be a world-renowned institution of higher education and research.

The Faculty of Science at UBC is among the very best in Canada. It has nine departments covering a broad range of disciplines grouped into the general areas of earth and ocean sciences, life sciences, physical sciences and mathematics and informational science. The breadth of activities makes it one of the most comprehensive Faculties in Canada. The undergraduate and graduate enrolments are approximately 5,000 and 1,000, respectively. The full-time professorial staff of the Faculty is about 300; its annual operating budget is $37 million; and external research support averages $32 million per year. The Faculty sets its highest priorities on the continued development of outstanding research and innovative, high quality educational programs.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership within the Faculty and the University, and to maintain strong, productive relationships with government, industry and public constituencies related to the Faculty's programs. The successful candidate will be an internationally recognized scholar dedicated to research and teaching and with proven administrative ability. Candidates must have the academic credentials, and record of scholarly achievement consistent with an appointment to the academic rank of Professor. The appointment is for a term of six years and is renewable.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applications and nominations will be received until **February 28, 1998** or until the position is filled, and should be forwarded to the **Chair of the Search Committee, Vice President Academic and Provost, University of British Columbia, 6329 Memorial Road, Vancouver, BC V6T 1Z2**

Business Program Appointments

The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC is in its fourth year of operation with approximately 2,200 full-time equivalent undergraduate and graduate students in 40 academic programs. We have a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 75,000). We offer an unbeatable combination ... a strong mandate for growth ... a modern and comprehensive campus ... and a wonderful setting in the heart of B.C.

The University of Northern British Columbia recently completed a strategic planning process - "Planning for Growth". This plan will direct the future of UNBC for the next five years.

The Business Program at the University of Northern British Columbia is currently undergoing external review. As a consequence of that review, the potential introduction of a new graduate degree and enrolment pressures, the University is requesting applications for tenure-track appointments and visiting professorships in these fields:

- Finance
- Marketing
- Organizational Behaviour
- Accounting
- International Business
- Entrepreneurship and Small Business

The total number of positions will be determined at the end of the review process. Applications plus the names of at least three references should be sent to: **Dr. Deborah Paff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-5791.** Inquiries may be made to: **Paff@unbc.ca.** Applications received before February 15, 1998 will be given preference.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

ANNONCES CLASSÉES

the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent. Demonstrated excellence and professional experience as a screenwriter is essential, as is teaching experience in a post-secondary film and video programme. An ability to contribute to the teaching of courses in production and/or historical, critical and theoretical studies would be an asset. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is February 6, 1998. A letter of application, a curriculum vitae and three letters of reference must be sent to: Scott Forsyth, Chair, Department of Film & Video, Room 722 Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including a affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

THE UNIVERSITY OF REGINA, Department of French invites applications for one probationary position (subject to budgetary approval), at the Assistant Professor level, commencing July 1, 1998. Applicants should submit a curriculum vitae, undergraduate and graduate transcripts, and arrange for the forwarding of three letters of reference to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for application is February 15, 1998. Specialist in French Canadian Literature and Culture, with an emphasis on Theatre. Requirements: completed PhD; expertise in the following: theatre, literature of Quebec, culture of Quebec and of French Canada; publications. The successful applicant will: teach at the undergraduate and graduate levels including any or all of the following: language, composition, culture and civilization of French Canada, introduction to French Canadian Literature, specialized courses at the Honours and M.A. levels; carry out research in area of expertise; supervise M.A. students; participate in Department and University activities. Native or near-native fluency. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

L'UNIVERSITÉ DE REGINA, Département de français, sollicite des candidatures à un poste de Professeur(e) adjoint(e) (sous réserve d'autorisation budgétaire) menant à la permanence, à compter du 1er juillet 1998. Prière d'envoyer son curriculum vitae, ses relevés de note (premier, deuxième et troisième cycles) et de faire parvenir directement trois lettres de recommandation avant le 15 février 1998 à Dr. Murray Knuttila, Doyen, Faculté des Arts, Université de Regina, Regina, Saskatchewan, S4S 0A2. Professeur(e) de littérature et de culture canadiennes-françaises, avec spécialisation en théâtre. Exigences: doctorat; expertise dans les domaines suivants: théâtre, littérature du Québec, culture et civilisation du Québec et des aires francophones hors Québec; publications. Fonctions: enseignement de cours de langue, de composition, de culture et de civilisation du Canada français, d'introduction à la littérature canadienne française, ainsi que de cours spécialisés au niveau du deuxième cycle; activités de recherche dans ses domaines de compétence; encadrement d'étudiants au niveau de la maîtrise; participation aux activités départementales et universitaires. Parfaite maîtrise de la langue française orale et écrite. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université de Regina respecte une politique d'équité en matière d'emploi.

FRENCH, ITALIAN & SPANISH

BROCK UNIVERSITY — The Department of French, Italian and Spanish, invites applications for a two-year appointment at the rank of Lecturer or Assistant Professor in Spanish effective July 1, 1998, subject to final budgetary approval. The applicant must hold the degree of Ph.D. or be near completion and possess native or near-native fluency in Spanish. Preference will be given to candidates committed to research in the area of Latin American courses at all undergraduate levels is required. Familarity with Computer Assisted Language Learning materials is an asset. The successful candidate will be expected to teach language, culture and literature courses at all undergraduate levels. Deadline for applications is February 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Corrado Federici, Chair, Department of French, Italian and Spanish, Brock University, St. Catherines, Ontario L2S 3A1

FRENCH STUDIES

UNIVERSITY OF WATERLOO — The Department of French Studies, University of Waterloo, invites applications for a part-time position at the rank of Assistant Professor (eight month appointment) in French Studies beginning July 1, 1998. This is a three-year appointment. The required qualifications are PhD in French with a specialization in the area of twentieth-century French Cultural Studies and Applied Language Technology. Special consideration will be given to candidates able to teach French literature, culture and language courses [illegible] having a the undergraduate level, and supervise [illegible] applications accompanied by curriculum vitae and the names and addresses of three referees should be sent by January 15, 1998, to Dr. Paul G. Socken, Chair, Department of French Studies, University of Waterloo, Waterloo, ON N2L 3G1. Fax. 519-725-0554. Further information on the Department can be found at: http://arts.uwaterloo.ca/FREN/francais.html. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

CANCELLED

GEOGRAPHY

TRENT UNIVERSITY. Applications are invited by the Department of Geography for a tenure-track appointment at the Assistant Professor level, commencing July 1, 1998, subject to budgetary approval. A completed PhD is required. Prospective candidates should have a strong commitment to and interest in undergraduate teaching as well as qualifications to teach in a variety of courses including Introductory (Human) Geography, Social-Cultural Geography, Gender Geography and the Geography of Canada. Candidates should have a clearly-established research programme and will be expected to participate in one or more of the University's interdisciplinary graduate programmes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and disabled persons. Please send a Curriculum Vitae, a description of research and teaching interests, and the names of three referees to Prof. Peter M. Lafleur, Acting Chair, Department of Geography, Trent University, Peterborough, Ontario, Canada, K9J 7B8. Please provide telephone number, e-mail address and/or fax number. Deadline for receipt of applications is February 15, 1998.

UNIVERSITY OF MANITOBA — The Department of Geography at the University of Manitoba invites applications for a full-time tenure track appointment, which is subject to final budgetary approval, at Assistant Professor rank in Geographic Information Systems (GIS) and Human Geography. The appointment will begin on July 1, 1998 or soon thereafter. The successful candidate must have a PhD in Geography by the commencement of the appointment. Candidates should have a strong background in applications of GIS to a field of contemporary human geography, such as (but no limited to) disaster management, urban development, economic geography, resource management, geography of the elderly or medical geography. The successful candidate would be expected to teach undergraduate and graduate courses in human applications of GIS, statistical methods, and topics in human geography based on his/her area of expertise. Candidates must have a strong commitment to teaching and applied research in human geography. The successful candidate will participate in the Centre for Earth Observation Science (CEOS), a level-1 teaching and research facility located within the Department of Geography. CEOS has three teaching and research laboratories based on distributed Windows NT, UNIX and Mac OS based computer platforms. CEOS is funded by grants, contracts and a baseline contribution from the Faculty of Arts, and conducts research programs on four different continents. Currently, CEOS has over 20 graduate students at the Master's and PhD levels. Start-up funds will be supplied to the successful candidate through a grant-matching program between CEOS and the Faculty of Arts. The 1997-98 salary range for the position is $40,868 - $48,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and people with disabilities. Women are particularly encouraged to apply. Priority consideration will be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and three letters of reference should be sent to Geoffrey C. Smith, Head, Department of Geography, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Voice (204) 474-9081. Fax (204) 275-8281. Internet smithgc@ms.umanitoba.ca. Preview of applications will occur as they are received and will continue to the deadline for applications, March 2, 1998.

GEOLOGY

ST. FRANCIS XAVIER UNIVERSITY — Department of Geology. St. Francis Xavier University is now inviting applications for a tenure-track appointment in the Geology Department at the rank of Assistant Professor. The appointment will commence July 1, 1998, subject to budgetary approval. The successful candidate will have a PhD with a specialization in environmental geology focused on aquatic settings. The successful candidate will be expected to develop and teach courses in several of the following areas: aqueous geochemistry, hydrology, hydrogeology, oceanography, coastal oceanography. These courses will form the basis of the Department of Geology's linkage with St. Francis Xavier University's Interdisciplinary Studies in Aquatic Resources (ISAR) degree program. In addition, the candidate will also be expected to develop an active research program in their field of specialization. Applicants are asked to submit a curriculum vitae and names and addresses for at least three referees to: Dr. Michael Malchin, Department of Geology, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, Canada, B2G 2W5. Further information can be obtained by contacting Dr. Malchin by e-mail <mmalchin@stfx.ca>, phone: (902) 867-5177, or fax (902) 867-2457, or at the web sites of the Geology Department <http://juliet.stfx.ca/~geology/> or ISAR <http://fago.stfx.ca/academic/aquatic-resources/>. Applications for this position must be received no later than February 15, 1998. St. Francis Xavier University is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

GEOLOGY & ENVIRONMENTAL SCIENCE

ACADIA UNIVERSITY — The Department of Geology and the Environmental Science Program at Acadia University invite applications for a tenure track position (Position 21203) at the Assistant Professor level up to Grid Step 4, beginning on or after 1 July 1998. Preference will be given to applicants with the following qualifications: (1) PhD degree by the appointment date, (2) demonstrated excellence in and dedication to the teaching of applied geochemistry, with special interests in economic geology and environmental science, (3) ability to instruct at the undergraduate level in some of the areas of mineralogy, structural geology, hydrogeology and geophysics, (4) evidence of commitment to scholarship in an active research program and publication record, (5) experience in the supervision of students in thesis programs. The successful candidate will be expected to establish a rigorous independent research program, and to play a full role in teaching four courses each year from the areas listed in (2) and (3) above, to supervise B.Sc. Honours and M.Sc. students in thesis research activity, and participate in field courses. Applicants should submit a letter of application, a curriculum vitae, and letters of reference from at least three referees to: Dr. Robert Raeside, Head, Department of Geology, Acadia University, Wolfville, Nova Scotia B0P 1X0. Fax: (902) 585-1074; E-mail: raeside@acadiau.ca. Closing date for applications is 23 February, 1998. Acadia has recently adopted the Acadia Advantage program, an initiative to incorporate computer technology into the learning process. The successful candidates are expected to integrate this technology into their courses where relevant. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

HEALTH EDUCATION

DALHOUSIE UNIVERSITY — The School of Health and Human Performance, a member of the Faculty of Health Professions at Dalhousie University, invites applications with an earned doctorate to apply for a probationary tenure-track position at the assistant professor level in the health education program, commencing August 1, 1998. The School, with some 30 faculty and staff members, offers programs in health education, kinesiology and leisure studies to about 500 students. The applicant should have an understanding of how these programs contribute to the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps maintain and enhance health. The School offers bachelor's and master's degrees in its three program areas. The undergraduate programs are linked through seven core courses that deal with health and well-being, professional issues, community development, and research methodology. All undergraduate students must complete these core courses. The size of most undergraduate classes range from 30 to 100, but reach as high as 160 in the core courses. Graduate courses range in size from 5 to 20 students. The successful applicant primarily will be expected to teach undergraduate courses related to "mental health" and "drugs and drug education," especially from the perspectives of the community and workplace. Secondarily, the position could include teaching other courses such as "leadership and group dynamics." Also, the successful applicant will be required to supervise the thesis work of graduate students as well as the internship experiences of undergraduate students. Overall, the successful applicant will be expected to have a commitment to teaching excellence, a familiarity with community-based education, and the ability to establish a productive research program. In support of these expectations, the School offers a collaborative and congenial working environment. Applications together with a curriculum vitae, a one-page summary of teaching experience, and the names of three referees should be submitted to: Dr. T.L. Maloney, Director, School of Health and Human Performance, Dalhousie University, Halifax, Nova Scotia B3H 3J5; E-Mail: Lawrence.Maloney@dal.ca; Telephone: (902) 494-3828; Fax: (902) 494-5120. Application Deadline: February 1, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities.

HEALTH SCIENCES

THE UNIVERSITY OF ALBERTA Coordinating Council of Health Sciences is seeking a new academic member at the Assistant Professor level for the new Centre for Health Promotion Studies (CHPS). The Centre is committed to interdisciplinary research and graduate education to advance knowledge, practice and policy in health promotion through community and academic partnerships. Together with the Director of CHPS, and colleagues in a variety of disciplines, the new staff will be responsible for developing nationally recognized research programs, for building effective partnerships, and for the Diploma/Master's degree programs in Health Promotion. It is expected that the staff will be qualified to apply to the Alberta Heritage Foundation for Medical Research and/or national agencies for support of research programs of high quality. The successful candidate for the position with the Centre for Health Promotion Studies will hold a doctoral

Vice-President
(Academic Dean)

The Nova Scotia College of Art and Design invites applications for the position of Vice-President (Academic Dean). The appointment will commence July 1, 1998 for an initial five year period which may be renewed. The candidate will be appointed with faculty status at the appropriate rank.

The Nova Scotia College of Art and Design, founded in Halifax in 1887, is one of North America's outstanding universities for the study, practice and teaching of art, craft and design. The programs of the College prepare students to enter professional life as artists, craftspersons, communication designers, environmental planners, and art educators. Currently there are over 700 students enrolled, with 42 full-time faculty members.

As part of the senior administration of the College, the Vice-President (Academic Dean) will work closely with the President, providing academic leadership and initiative to ensure program excellence. He/she will be responsible for long range academic planning, reviewing existing programs, implementing new programs, and promoting scholarly/professional achievement. The successful candidate will work with the academic governing bodies of the College, and will lead the academic administrative team.

The successful candidate will possess appropriate academic credentials for faculty status at NSCAD, sound administrative experience in a comparable environment with a record of success in working with faculty, staff and students, and thorough knowledge of contemporary issues in post-secondary education and fine art and design. In addition the incumbent must have an excellent record of post-secondary teaching and professional/scholarly activity.

The candidate must be an individual with excellent leadership and communication skills who can demonstrate an ability to foster collaboration and collegiality.

Applications and nominations should include a brief statement of qualifications and achievements, and the names of three referees. All documentation should be addressed to: **The Personnal Administrator, Nove Scotia Collage of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6.**

In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to budgetary approval.

Deadline for applications: **February 20, 1998.**

NSCAD Nova Scotia College of Art and Design
5163 Duke Street, Halifax, Nova Scotia, B3J 3J6

Dean, Faculty of Environmental Design

The Faculty of Environmental Design at The University of Calgary offers an interdisciplinary approach to graduate education and research directed toward the planning, design and management of the human, natural and built environments. With the growing complexity of environmental issues, the Faculty encourages interdisciplinary links with other Faculties, institutions, professions and the business community to improve the quality of human life and promote sustainability. A profile of the University and the Faculty of Environmental Design is available on the world wide web at: http://www.ucalgary.ca

The dual mandate of the Faculty prepares individuals for active interdisciplinary collaboration and also ensures graduates are competent practitioners in the professional specialties they pursue. Students from Canada and abroad study for doctoral degrees in Environmental Design or master's degrees in Architecture, Environmental Design, Environmental Science, Industrial Design or Planning. As a leader in advanced environmental design research and problem-based learning, and strengthened by the intellectual atmosphere of interdisciplinary study, the Faculty prepares its graduates to contribute to society in both traditional and unique forms of professional practice.

As part of the University of Calgary's new strategic direction, a renewed emphasis will be placed on graduate research programs, such as those offered in the Faculty of Environmental Design, that achieve and sustain international reputations for quality and innovation. Further, program offerings will increasingly be used for professional development and post-degree continuous learning in local and global markets.

We seek a Dean with the integrity, vision and leadership skills needed to manage a diverse academic organization in an atmosphere of change to ensure the continuing success and development of the Faculty of Environmental Design. The ideal candidate will possess the following qualities and qualifications in order to address the opportunities and challenges faced by the Faculty:

- A commitment to excellence in interdisciplinary teaching and research, through which academic and professional rigor is creatively promoted
- The proven ability to develop and maintain supportive relationships within the University as well as in academia, government and the business and professional communities from the local to the international levels.
- The ability to function effectively as a senior manager and administrator, communicator, and fundraiser, particularly through a period of significant organizational change in which alternate revenue streams must be pursued.
- An understanding of the diverse environmental design fields and the current directions of professional practice within them.
- Academic and professional credentials that demonstrate an outstanding record of personal achievement.

All replies will be held in complete confidence. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The Dean's position will commence July 1, 1998. Applications or nominations including a Curriculum Vitae and letters from three referees should be submitted by March 1, 1998 to:

Dr. Ronald B. Bond
Acting Vice-President (Academic) and Provost
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Telephone: (403) 220-5462 Fax: (403) 289-6800

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

St. Francis Xavier University · Education Department

Assistant Professor · Special Education

The Education Department, St. Francis Xavier University, invites applications for a tenure track position at the rank of Assistant Professor, to commence July 1, 1998. St. Francis Xavier University offers a two-year B.Ed. program with elementary and secondary education streams and has provincial responsibility for Mi'kmaq Education and Physical Education. St. Francis Xavier also has province-wide responsibility for the M.Ed. in Educational Administration, and offers the M.Ed. in Curriculum and Instruction. Candidates should have a completed or nearly completed doctorate in Special Education, with a focus in learning theory, learning strategies, and/or language processing; several years of successful public school teaching experience with exceptional children in an inclusive setting; a solid research record in Special Education; additional teaching expertise in guidance, literacy, and quantitative or qualitative research methodology. Candidates should send a letter of application and curriculum vitae, and arrange for three letters of reference to be forwarded to: **Dr. Jeff Orr, Chair, Education Department, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, B2G 2W5.** For further information concerning these positions, please contact Dr. Orr at 902-867-2214. Applications will be received until **February 15, 1998**. This position is subject to funding approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University is an equal opportunity employer.

CLASSIFIEDS

degree in a relevant discipline and have an excellent initial record of research in health promotion, population health, and the broad determinants of health. Expertise in teaching and community activity in health promotion is an asset. This individual will hold an academic appointment in the appropriate Department/Faculty of their discipline at the rank of Assistant Professor, with salary in the range of $39,490 to $55,882, compatible with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by March 2, 1998, enclosing a curriculum vitae, the names of three (3) references and a letter indicating reasons for interest in the position to: Dr. Miriam Stewart, Chair, Search and Selection Committee in Health Promotion, Centre for Health Promotion Studies, 5-10D, University Extension Centre, 8303 - 112 Street, Edmonton, Alberta T6G 2G3; Phone: (403) 492-9413, Fax: (403) 492-9579. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

HISTORY

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for at least two limited-term appointments in Canadian History at the rank of sessional lecturer or visiting assistant professor (September 1, 1998 - April 30, 1999), subject to the availability of funds. Ability to teach courses in Canadian women's history, in Canadian external relations, or in the history of the prairie west will be an asset. The current salary rate (8 months) is approximately $25,000 to $30,000, depending upon qualifications and experience. Minimum qualifications: successful completion of PhD comprehensive examinations, or equivalent; completed PhD and teaching experience preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send a letter of application, a curriculum vitae, university transcripts, and three confidential letters of appraisal to Dr. David J. Hall, Chair, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Closing date: February 27, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a limited-term appointment in Medieval British History at the rank of sessional lecturer or visiting assistant professor (September 1, 1998 - April 30, 1999), subject to the availability of funds. The successful candidate also will be expected to teach introductory courses in pre-modern world history (6th - 15th centuries), or possible early modern world history (15th - 18th centuries). The current salary rate (8 months) is approximately $25,000 to $30,000, depending upon qualifications and experience. Minimum qualifications: successful completion of PhD comprehensive examinations, or equivalent; completed PhD and teaching experience preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send a letter of application, a curriculum vitae, university transcripts, and three confidential letters of appraisal to Dr. David J. Hall, Chair, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Closing date: February 27, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF MANITOBA — The Department of History, Faculty of Arts, at the University of Manitoba invites applications for a full-time tenure track appointment at Assistant Professor rank in Modern Asian History. The individual should have a post-1800 specialty in any one of the following Asian regions: South, East, or South-east Asian History. In addition to research and undergraduate and graduate teaching in Modern Asian History, the successful candidate will normally teach a survey course in Modern World History. The appointment will normally commence on July 1, 1998, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment, and have demonstrated competence in teaching and research. The 1997-98 salary range for the position is $40,868-$48,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae, and three letters of reference should be sent to: Dr. F.M. Carol, Chair, History Hiring Committee, 402 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 5V5, Canada. Telephone: (204) 474-9613; Fax: (204) 474-7579, e-mail: lmckend@cc.umanitoba.ca. Deadline date for receipt of applications is February 27, 1998.

CAMPION COLLEGE at the University of Regina invites applications for a two year term position, with possible conversion to tenure stream, at the Assistant Professor level in Medieval History to begin July 1, 1998. Candidates should have a completed PhD degree and be prepared to teach a variety of courses at the undergraduate and graduate level. This position is subject to budgetary approval. Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation as well as graduate transcripts to be sent to: Dr. Stephen Kenny, Chair, Selection Committee, Campion College, University of Regina, Regina SK S4S 0A2. Fax (306) 359-1200. The closing date for applications is February 28, 1998. Campion is a liberal arts college in the Jesuit tradition. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and members of minorities are encouraged to apply.

THE UNIVERSITY OF WINNIPEG — The Department of History, The University of Winnipeg invites application from qualified women and men for a probationary tenure-track position, at the rank of Assistant Professor in Canadian History. Subject to budgetary approval, this appointment is effective July 1, 1998. Salary commensurate with qualifications and experience. Applicants should have a PhD. The successful candidate must have a strong commitment to undergraduate teaching and to research. The Department invites applications from those with research specializations in any area of Canadian History. Preference will be shown to candidates with additional qualifications and/or experience in teaching in an area outside of Canadian History, such as World History or British History. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should, by March 1, 1998, send a curriculum vitae, including three letters of reference, and examples of teaching materials, and a sample of research to: Professor Sarah McKinnon, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Fax 204-774-4134. Inquiries can be made by e-mail: sarah.mckinnon@uwinnipeg.ca.

HUMAN JUSTICE

University of Regina — The School of Human Justice is seeking candidates for a faculty appointment commencing July 1, 1998. Due to retirements, we are seeking a colleague who shares with us an inter-professional and multi-disciplinary approach to the teaching and practice of justice. The successful candidate will have a doctorate and a broad background in the social sciences, an outstanding record of scholarly achievement, professional and/or academic expertise in one or more areas of social, legal, criminal, or community justice, and the ability to teach from an adult education perspective in a professional educational context. Rank will depend on qualifications. Interested individuals are invited to contact the Director. Applications must be received by March 13, 1998 and should include a full c.v., a minimum of three references (with phone numbers), and several recent publications. Dr. Sandra D. Pearce, School of Human Justice, University of Regina, Regina, SK S4S 0A2; Phone (306) 585-4035; Fax (306) 585-4872; e-mail: PEARCE@leroy.cc.uregina.ca. The School of Human Justice is committed to the principles of employment equity.

HUMAN KINETICS

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Kinetics invites applications for a tenure-track position at the rank of Assistant Professor. The appointment will commence September 1, 1998. It is preferred that the candidate hold a doctoral degree in the humanities' area of Human Kinetics/Kinesiology/Physical Education, with emphasis on the sociological and historical aspects. Candidates with a proven teaching and research record are especially encouraged to apply. The successful candidate will be required to teach undergraduate courses in the sociological and historical areas, as well as some courses in the activities program. It is expected that she/he will develop a personal research program and contribute to collaborative research in the Department and/or University. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to Employment Equity. The closing date for applications is March 1, 1998. Applicants should send a curriculum vitae, a statement outlining teaching and research interests, and a list of three references to: Dr. Roy Rasmussen, Professor & Chair, Department of Human Kinetics, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5. For information about St. Francis Xavier University visit www.stfx.ca.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a nine month limited term faculty sabbatical replacement position, with the possibility of extension to a second year, in nutrition to begin on September 1, 1998. Salary and rank will reflect experience. A PhD in Nutrition is preferred but a Masters in Nutrition will be considered and a completed dietetic internship is required. Preference will be given to candidates who have experience in teaching and/or dietetic practice. The main responsibilities include teaching undergraduate courses in the Human Nutrition program. The candidate will also be expected to contribute to general faculty duties in the Department and the University. The closing date for receipt of applications is February 28, 1998 or until filled. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and official transcripts, and arrange to have sent three (3) letters of reference to: Dr. A.D. Sullivan, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5.

JOURNALISM & COMMUNICATION

CARLETON UNIVERSITY — School of Journalism and Communication. Applications are invited for a tenure-track position at the rank of Assistant Professor commencing July 1, 1998, subject to budgetary approval. Candidates should have established professional credentials in broadcast journalism, particularly television. The ability to teach in other mediums, and/or an interest in online publication, is an asset. A graduate degree and teaching experience are preferred, as are teaching and research interests in at least two of the Journalism program's principal areas, including reporting, public affairs and media studies. Please submit a résumé and the names of three referees to: Christopher Dornin, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Deadline for applications is March 1, 1998

LATIN AMERICAN & CARIBBEAN STUDIES

YORK UNIVERSITY — Division of Social Science, Latin American and Caribbean Studies. York University, Division of Social Science, invites applications for a tenure stream appointment at the rank of Assistant Professor in the field of Latin American Studies, commencing July 1st., 1998. The appointment is subject to budgetary approval. A PhD or equivalent, and a demonstrated experience in interdisciplinary teaching are required. Candidates at the Assistant Professor level are expected to demonstrate the promise of excellence in research and scholarship. The successful candidate will be expected to play an active role in the development of the Latin American and Caribbean Studies program, and to take a leading role in developing academic and extra-curricular activities in the program and throughout the university. A strong record of field work in Latin America is required. The Latin American and Caribbean Studies program is an interdisciplinary program offering

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Memorial
University of Newfoundland

JUNIOR RESEARCH CHAIR
Ocean Environmental Risk Engineering
Petro-Canada/Terra Nova Project

Applications are invited for an Industrial Junior Research Chair in the area of Ocean Environmentol Risk Engineering. This position has been made available with financial support from Petro-Canada through the Terra Nova Project partners. The Junior Chair is a tenure-track position at the rank of Assistent Professor. Salary would be commensaurate with qualifications and experience.

The successful candidate will be required to develop a rigorous research programme in ocean environmental risk engineering through the conduct of research, the supervision of graduate students and through liaison with industry. The focus will be on the environmental risks and their mitigation of engineered facilities in the oceans, especially those relevant to the Offshore operations in Eastern Canada. In addition, there will be a requirement to teach and develop undergraduate and graduate courses, preferably in the areas of ocean and naval architectural engineering. The level of teaching will initially be low, but will increase over the first five years of the position to a level considered the norm in the Faculty.

Applicants are expected to hold an earned PhD in discipline pertoining to Ocean Engineering. Experience in the area of Ocean Environmental Risk Engineering is expected. A demonstrated record of research, research funding, and interaction with technology-based industry would be highly desirable. Industrial experience in the Offshore industry would be an asset. Eligibility for registration as a Professional Engineer in Newfoundland would be mandatory.

Applicants should send a curriculum vitae, a one page stotement of research and teaching interests plus gaala, the names of three references and three relevant technical publications to:

Dr. R. Seshadri,
Dean, Faculty of Engineering and Applied Science
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1B 3X5

Fax: (709) 737-8975; E-mail: seah@engr.mun.ca
Reference: OEC-97-01

The deadline for applications is **February 28, 1998.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Memorial University of Newfoundland is committed to Employment Equity.

ACADEMIC GERIATRIC PSYCHIATRIST
Department of Psychiatry
The University of British Columbia

The Deparment of Psychiatry, University of British Columbia is seeking to recruit an Academic Geriatric Psychiatrist for a full-time grant tenure track position at Riverview Hospital. The anticipated start date is July 1, 1998. Riverview Hospital is a 771 bed psychiatric referral hospital which provides inpatient assessment, treatment and care to the most persistently and seriously mentally ill in British Columbia.

The successful candidate will have clinical experience in Geriatric Psychiatry and have demonstrated success in research and scholastic abilities through peer reviewed publications and grants. The incumbent will be expected to provide a significant amount of his/her time at Riverview Hospital in clinical and associated activities in addition to his/her teaching and research activities in the Department of Psychiatry on the UBC site.

Salary and rank will be commensurate with qualifications and experience. Applicants will be required to meet medical licensing requirements in British Columbia for a full license in Psychiatry. The UBC Department of Psychiatry has excellent research facilities in basic and clinical neuroscience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. Applications including a curriculum vitae, and the names of three references should be sent by February 28, 1998 to:

UBC

Dr. A.P. Zis
Head, Department of Psychiatry
University of British Columbia
2255 Wesbrook Mall
Vancouver, B.C. V6T 2A1

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ECOSYSTEM AND WILDLIFE MANAGEMENT AND PLANNING

Applications are invited for a position in Ecosystem and Wildlife Management and Planning at the Associate or Full Professor rank in the Faculty of Environmental Design. Environmental Design is a professional graduate faculty offering Masters degrees in Architecture, Environmental Science, Industrial Design and Planning, with a major interdisciplinary focus A Ph.D. program in Environmental Design is also offered. This position may be tenure track or three-year limited term, and will commence July 1, 1998.

The applicant will be expected to teach courses on Ecosystem Management, Resource Development, Geographic Information Systems and Wildlife Behaviour as they pertain to the larger field of Wildlife Management and Planning, and to supervise graduate students (both Masters and Ph.D.).

The successful candidate should have a Ph.D in a relevant field, with related professional experience in the area of wildlife management and planning, and a demonstrated ability to work in interdisciplinary teams. Desirable qualifications include: Experience developing constructive interventions for regulatory bodies, knowledge of Western Canadian ecosystems and resident large mammal populations, and an interest in and abifity to contribute to international perspectives on wildlife management and planning issues.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should submit the following no later than March 1, 1998: a letter of application; a curriculum vitae; the names, addresses, phone numbers or e-mail addresses of at least three referees; and a detailed description of teaching, research and professional interests, to: Dr. Ronald Wardell, Acting Dean Faculty of Environmental Design, The University of Calgary 2500 University Drive N.W., Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

The University College of the Cariboo Invites Applications for the Following Position:

INSTRUCTOR MANAGEMENT & MARKETING

Competition #97-102
(Placement Dependent on Budgetary Approval)

Description: The ideal candidate has a Ph.D. in Human Resources/ Industrial Relations. Being the lead instructor in our Human Resources Concentration, the successful candidate will deliver upper level courses in Recruitment & Selection, Compensation & Training, Industrial Relations and Collective Bargaining.

Scholarly activity is a requirement of this position. Professional experience is a definite asset.

The B.B.A. degree at the University College of the Cariboo is the largest business degree program in the interior of British Columbia. Our upper level classes are small and very personable. We pride ourselves in delivering a mix of theoretical and practical instruction.

More information about this specific position and other opportunities, including the benefits of living in the interior of British Columbia are available on UCC's web site: http://www.cariboo.bc.ca

Commencement Date: August 1998

Closing Date for Applications: 31 January 1998

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the **Competition #97-102** with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

University of Toronto at Mississauga

Associate/Assistant Professor Department of Sociology

University of Toronto at Mississauga, Department of Sociology, invites applications for a tenure stream appointment at the level of either Associate or Assistant Professor. Applicants should have completed their PhD, be actively involved in survey research and provide evidence of excellent undergraduate teaching. The position involves the administration of the Hitachi survey research centre with the assistance of a technician (e.g. promoting the Centre by attracting funded research, supervising research and publishing the results in addition to day-to-day administration) and competency in at least one other substantive area. Salary will be commensurate with academic rank. Candidates should send a curriculum vitae and a statement of teaching specializations and research interests plus the names of three referees to the **Chair of the Search Committee, Department of Sociology, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6.** Appointment will take effect July 1, 1998. Closing date for receipt of applications has been extended to **February 15, 1998.** In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

honours undergraduate degrees in conjunction with several departments in the Faculty of Arts and the Faculty of Environmental Studies. Teaching duties will include the program's interdisciplinary core course on Latin America and an advanced course for majors in the candidate's area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. Send applications with curriculum vitae and names of three referees by January 29, 1998 to: John Hutcheson, Chair, Division of Social Science, 5756 Ross Building, York University, North York, Ontario, M3J 1P3. Candidates are asked to have their referees send letters of reference directly to the Chair. Applications and letters of reference may be sent by Fax to (416) 736-5615.

LIBRARY

THE UNIVERSITY OF MANITOBA LIBRARIES invites Applications for the Position of Electronic Reference Services Librarian, D.W. Craik Engineering Library, Sciences and Technology Library. The incumbent reports to the Head of the Engineering Library and spearheads the application of electronic technologies to meet the information needs of the Library's public services areas. Provides reference services to users of the Library, including answering informational requests, giving instruction and assistance in the use of bibliographic aids and promoting and initiating reference services. Collaborates with the staff of the Sciences and Technology Library to ensure the engineering information needs of Libraries patrons are met. Undertakes the continuing development of the Library's electronic programs, including multimedia image databases, digital collections and finding aids, online exhibits, electronic text applications and web services by identifying potential new technologies, investigating current computer-based operations, developing new applications, liaising with the Libraries Electronic Technologies and Services (LETS) and the Internet Innovation Centre (IIC) and making recommendations for the future development of information services for the Library. Develops and maintains an understanding of the research and teaching programs of the Faculty of Engineering, is responsible for the collection development for designated engineering subject areas. Assists the Head and LETS staff with computer systems in the Library. Assists in the operation of the public access microcomputer services. Serves as a liaison between library users and the libraries, interpreting user needs to the Engineering Librarian and library policy to the user. Participates in the development and maintenance of the roles and objectives of the Library. Qualifications: A degree from an ALA-accredited library program required; an undergraduate degree in Engineering or a related field preferred. Previous experience in an academic library and familiarity with reference services, bibliographic instruction, and collection development are desired. Knowledge of and experience with computing technology, database searching and the Internet is required. The applicant must exhibit a well-developed understanding of the impact of new technologies on libraries. Must be highly motivated and self-directed, and have the ability to work independently as well as with a team. Excellent communication skills and interpersonal abilities are required to work well with people both individually and in groups. The successful candidate is expected to participate in professional development and relevant professional activities. Effective Date: April 1, 1998. Ranks and Salary Ranges: Commensurate with qualifications and experience. General Librarian: $31,746 - $41,410 per annum. This position has a two-year probationary period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The filling of the position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by February 15, 1998, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

LIBRARY & INFORMATION STUDIES

UNIVERSITY OF ALBERTA — School of Library and Information Studies. Applications are invited for a tenure-track position in Information Management in the School of Library and Information Studies. The appointment will be at the Assistant Professor level with a minimum salary of $43,000. The date of appointment will be July 1, 1998. Candidates must demonstrate a strong commitment to research and should have a research agenda that will promote the School's multi-disciplinary focus on issues of information access and equity. Candidates considered will possess a doctorate, or be able to demonstrate the likelihood of early completion of one. A commitment to high quality teaching is essential. The major area of teaching will be information management including several of the following: database construction and design, information retrieval, library consortia (both technological and organizational aspects), electronic publishing, electronic reference, the Internet, multimedia, library automation, and information policy. Effective interpersonal skills for participation in an academic environment and an interest in student advising are also required. The successful candidate will supervise research at the master's and possibly doctoral levels. The School is a small, collegial unit with an articulated vision for teaching, research and service "understanding information: exploring issues, creating access, pursuing equity." As part of Canada's second largest university, the School benefits from a progressive research library and excellent computer facilities. The School also enjoys extensive connections with other units on campus and well-established relationships with the professional community. More detailed information about the School, its ALA-accredited masters program, and current faculty is available on our web page: http://www.slis.ualberta.ca/. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of application, curriculum vitae, and any other supporting materials, and arrange for three confidential letters of reference to be sent to: Dr. Alvin M. Schrader, Director, School of Library and Information Studies, Room 3-20 Rutherford South, University of Alberta, Edmonton, Alberta, T6G 2J4 by February 27, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

DALHOUSIE UNIVERSITY, School of Library & Information Studies invites applications for a tenure track appointment at the assistant professor level, with teaching and research interests in any two of the following areas: Primary Areas (i) information needs and uses (ii) user behaviour (iii) collections management; Secondary Areas (iv) information environment (v) organizational management (vi) information policy. PhD expected, demonstrated excellence in teaching and research. Salary competitive. Start date July 1, 1998 or by arrangement. Send resume and the names of three referees to Dr. Bertrum H. MacDonald, Director, School of Library and Information Studies, Faculty of Management, Dalhousie University, Halifax, N.S., Canada B3H 3J5. Further information about the School is available at: http://www.mgmt.dal.ca/slis/. In accordance with immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racially visible minorities, and persons with disabilities. Closing date for applications: January 31, 1998.

LINGUISTICS

UNIVERSITY OF MANITOBA — The Linguistics Department at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor beginning 1 July 1998, subject to final budgetary approval. Salary will be commensurate with experience and qualifications. The 1997-98 salary range for the position is $40,868 - $48,000. Teaching duties, MA/PhD supervision, and research program will be concentrated in, but not limited to, the core areas of syntactic analysis, syntactic theory and semantics, with a special emphasis on Cree. The completed doctoral degree, an active research program, and demonstrated excellence in research and teaching in the area of specialisation (including (1) both formal and typological approaches; (2) field and analytical experience in Cree syntax; (3) in-depth familiarity, both analytical and practical, with another non-Indoeuropean language; and (4) substantial field research experience in a language other than the applicant's own) and, further, demonstrated experience in the implementation and administration of a preprofessional program for linguistics majors preparing for a post-graduate degree in speech/language pathology are required. "The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. Priority consideration, will be given to Canadian citizens and permanent residents." Further details may be requested by e-mail (lungdpt@cc.umanitoba.ca) or fax (204) 474-7590. Applications (including curriculum vitae, offprints, preprints, etc.) and three letters of reference must be sent to reach the Department by February 16, 1998 and should be addressed to: L.A. MacDonald, Head, Linguistics Department, University of Manitoba, 521 Fletcher Argue Building, 28 Trueman Walk, Winnipeg, Manitoba, R3T 5V5.

MANAGEMENT INFORMATION SYSTEMS

ST. FRANCIS XAVIER UNIVERSITY — Management Information Systems. Applications are invited for one or more tenure track faculty positions in information systems in the Department of Mathematics, Computing and Information Systems at St. Francis Xavier University. Applicants should have a PhD or be close to completion in Information Systems or Computer Science or a closely related field. The Bachelor of Information Systems degree is the fastest growing program in the university and has immediate requirements for faculty capable of teaching in one or more of the following areas: intro IS or programming, telecommunications, local area networking, electronic commerce, system analysis, database management, multimedia project management, or operations research. These positions are subject to budgetary approval. Applicants should send a curriculum vitae, graduate transcript, teaching evaluations and three letters of reference to, Dr. Ron MacKinnon, Chair, Department of Mathematics, Computing and Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5 or by fax (902) 867-2448 or e-mail rmackin@stfx.ca. Priority consideration will be given to Canadian citizens or permanent residents. The closing date for applications is February 15, 1998 or until the positions are filled.

MANAGEMENT SCIENCE

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant/Associate Professor Management Science (tenure-track): A PhD in management science or near completion is required. Candidates should have secondary interests in one or more of the following areas: business statistics, service operations, and strategic use of information technology. Preference will be given to candidates with experience in distance or adult education and an interest in electronic delivery methods. Further information may be obtained from Dr. Shamsud Chowdhury on e-mail Shamsudc@cs.athabascau.ca, Chair, Centre for Communication and Information Studies. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 kilometres north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail INDAR@admin.athabascau.ca. Closing date for this position is February 28, 1998.

MARKETING

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of

DIRECTOR — INSTITUTE OF ASIAN RESEARCH

The University of British Columbia invites applications/nominations for the position of Director of the Institute of Asian Research, within the Faculty of Graduate Studies.

The successful candidate for Director will be a distinguished scholar in the study of Asia, with academic credentials consistent with a tenured appointment at the rank of professor. The candidate must possess strong leadership and interpersonal skills, and have a proven background in administration and community service in an academic environment.

The Director will be appointed to a Chair, endowed by the Hong Kong Bank of Canada, for a five year term, renewable once. The preferred starting date is July 1, 1998. The University plans to conduct interviews in March, 1998, and therefore wishes to receive applications by **February 13, 1998**. The search will continue, however, until the position is filled. Applications, accompanied by a curriculum vitae and names and addresses of three referees, should be forwarded to: **Chair, IAR Director Search Committee, Faculty of Graduate Studies, 180 - 6371 Crescent Road, Vancouver, BC V6T 1Z2**: Fax: (604) 822-9202: Email: search@mereury.ubc.ca

More detailed information pertaining to the position, the Institute of Asian Research and the University of British Columbia is available on our website at http://www.grad.ubc.ca/iardirector.html.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

KILLAM MEMORIAL CHAIR

The University of Calgary is seeking nominations or applications for the Killam Memorial Chair in Science or Engineering. This Chair is the University's premier research position in science and engineering. Candidates are sought who will provide intellectual leadership, preferably over a range of disciplines. The Chair will nominally be housed in one of the departments of the Faculties of Science, Engineering, Kinesiology, or Medicine (basic medical sciences.) However, the Chairholder can establish formal relationships with other departments.

The University of Calgary is one of Canada's most research intensive universities with an established reputation for leadership in many areas of science and engineering. Its research programs are both internationally recognized and also strong in their capacity to support strategic directions in Calgary, Alberta, Canada.

The duties of the Chair must include establishment of an innovative research program, mentoring of graduate students and other emerging researchers, and teaching one or two courses at the graduate or undergraduate level.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications and nominations, along with a curriculum vitae and the names and addresses of three references, should be submitted by January 30, 1998, to:

Dr. Cooper H. Langford, Vice-President (Research)
The University of Calgary,
2500 University Drive N.W., Calgary, Alberta, T2N 1N4
Tel: (403)220-3381 Fax: (403)289-6800

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

Position Vacancy
Information Services Librarian

Please quote reference number LIB97121 on all correspondence.

The University College of Cape Breton invites applications for a full-time Information Services Librarian position to commence April 1998.

Reporting to the University College Librarian, the Information Services Librarian is responsible for serving the information needs of students, faculty and staff as well as the greater Cape Breton community; monitoring the Library's LAN including loading new data bases and general maintenance; and collection development.

The successful candidate must have an M.L.S. and a minimum of two years experience in librarianship; broad technical knowledge and experience; good communication skills; and the ability to work in a collegial environment with librarians, students, faculty, staff and the general public.

This position is under the jurisdiction of UCCB Faculty Association of University Teachers (FAUT).

Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three references to **Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Street address 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902)563-1458.** ***Applications must be received no later than 4 pm Friday, February 13, 1998.*** Please visit our web site to learn more about UCCB - http://www.uccb.ns.ca

UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University College of Cape Breton

FACULTY OF GENERAL STUDIES TWO POSITIONS AVAILABLE

The Faculty of General Studies invites applications for two tenure-track appointments at the Assistant Professor level. General Studies is a non-departmental Faculty offering interdisciplinary degree programs to approximately 800 undergraduate and 50 graduate students. These positions will begin July 1, 1998, one in each of the following areas.

Position 1 International Development Studies (including development issues within Canada.) A complementary interest in any of the following is desirable: African Studies, Communications Studies, Women's Studies, Native Studies, Comparative Indigenous Peoples, Leisure and Tourism, Science and Technology, and Urban Studies. A Ph.D. is preferred

Position 2 Western and/or Non-Western Cultures and Ideas from a comparative, integrative perspective. A secondary interest in any of the following is preferred: African Studies, Communications Studies, Women's Studies, Leisure and Tourism, Science and Technology, Urban Studies, Canadian Studies, Native Studies, Environmental Studies. A Ph.D. is preferred.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications, including a statement of interest, curriculum vitae, recent publications, and the names of three referees, should be sent by January 30,1998, to:

Dr. M. J. McMordie, Dean
Faculty of General Studies
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Tel: (403)220-5885
Fax: (403)282-6716

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

ASSISTANT/ASSOCIATE PROFESSOR
Plant Molecular Biology/Biotechnology Laboratory
The University of British Columbia

The Biotechnology Laboratory invites applications for a tenure-track faculty position at the level of Assistant or Associate Professor in the area of plant and forest Biology.

The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biology and in fermentation and process engineering using modern techniques of genetics and molecular and cellular biology. There are currently ten faculty members conducting research in the Biotechnology Laboratory with 52 graduate students drawn from ten different academic departments.

The successful candidate will be expected to establish a vigorous research program in plant molecular genetics, with emphasis on forestry. Potential research areas include, but are not restricted to genomics, developmental genetics, somatic cell genetics, disease/insect resistance and genetic engineering. Investigators with experience in model plant systems and an interest in forestry are encouraged to apply. He/she will have cross appointments in forestry and/or plant science and will be expected to participate in the education of students at the undergraduate and/or graduate level.

There are many opportunities for collaboration with other members of the Biotechnology Laboratory or other units on campus. Several Networks of Centres of Excellence are represented at the University and a new Genomic Sequencing Centre has just been established in Vancouver. The successful applicant will assume a laboratory completely equipped for molecular genetics and cell biology, will have access to state-of-the-art facilities for a wide range of studies in biotechnology and will play an integral role in maintaining and expanding the University's strength in plant and forest molecular genetics.

Screening of applicants will begin **February 1, 1998**, and continue until the appointment is filled. Candidates should provide a bibliography, a current curriculum vitae, a description of proposed research and interests, and the names and addresses of three referees to **Dr. Douglas G. Kilburn, Director** at:

The Biotechnology Laboratory
University of British Columbia
6174 University Blvd., Rm. 237
Vancouver, B.C. Canada V6T 1Z3
Fax: (604) 822-2114

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. This advertisement is directed to Canadian citizens and permanent residents.

CLASSIFIEDS

increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant/Associate Professor Marketing (tenure-track). A PhD or near completion in Marketing is required. Preference will be given to candidates with experience in distance or adult education and an interest in electronic delivery methods. Further information may be obtained from Dr. John Newark on e-mail newark@ca.athabascau.ca, Chair, Centre for Economics, Industrial Relations and Organizational Studies. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 kilometers north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail LINDAR@admin.athabascau.ca. This position will remain open until a suitable candidate is chosen.

MATHEMATICS

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking an internationally outstanding candidate for a Professorship with tenure to begin 1 July 1998. Applicants must have a superior research record in the study of stochastic models arising in mathematical physics. The successful applicant is expected to interact with the mathematical physics and probability groups in the Mathematics Department. Expertise in partial differential equations is highly desirable. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and a list of four suggested referees to: Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before February 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia relies on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia is seeking an outstanding candidate in Mathematical Ecology for a tenure track Assistant Professorship to begin 1 July 1998. This will be a joint appointment equally shared with the Department of Zoology. Applicants should have a proven research record of high quality and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor George Bluman, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2 Applications must be received before February 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia relies on the basis of merit and is committed to employment equity We encourage all qualified persons to apply.

UNIVERSITY OF WATERLOO — Faculty of Mathematics. Applications are being accepted for a position at the rank of Lecturer (4-year appointment, renewable to a continuing appointment) beginning on or after July 1, 1998. Applicants should have a Master's degree and experience in teaching computer science at the secondary school or university level. Duties will include undergraduate teaching and academic advising of computer science students, and expanding the Faculty's school liaison program in computer science. In addition, through an affiliation with the Faculty's Centre for Education in Mathematics and Computing, the appointee will participate in the preparation of the Canadian Computing Competition, take a leadership role in developing and enrichment materials for teachers and students of high school computer science, and assist in designing a professional development program for CS teachers. The current restructuring of education at all levels offers the applicant an opportunity to take a leadership role in developing new models for effective teaching and learning of computer science. Salary range commensurate with qualifications and experience. The closing date for application is February 28, 1998.This appointment is subject to the availability of funds. Send curriculum vitae and provide names of three referees to R.G. Scorns, Associate Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1.In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo and St. Jerome's University invites applications for a four year definite term faculty position at the rank of Assistant Professor in the area of cryptography. A PhD and proven ability, or the clear potential, for excellent research and teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. The appointment is shared equally between the Department of Combinatorics and Optimization and St. Jerome's University (Federated with the University of Waterloo). The successful candidate will be joining a substantial research and training centre in cryptography, featuring two recently approved NSERC Industrial Research Chairs. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 1998. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to: Prof. I.F. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for receipt of applications is January 31, 1998. http://math.uwaterloo.ca/CandO_Dept/homepage.html; http://www.usg.uwaterloo.ca

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for definite term research junior faculty and postdoctoral positions in the area of cryptography. A PhD and proven ability, or the potential, for excellent research and teaching are required. Responsibilities will include teaching at the undergraduate and graduate levels, as well as supervision of graduate students for faculty positions. Successful candidates will be joining a substantial research and training centre in cryptography, featuring two recently approved NSERC Industrial Research Chairs. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 1998. These appointments are subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to: Prof. I.F. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for receipt of applications is January 31, 1998. http://math.uwaterloo.ca/CandO_Dept/homepage.html

THE UNIVERSITY OF WINNIPEG — Department of Mathematics & Statistics. Applications are invites for a three-year limited term position as Instructor in the Department of Mathematics and Statistics effective July 1, 1998 or September 1, 1998. A minimum of a Master's degree in Statistics and proven ability for teaching are required for the position. Salary commensurate with qualifications and experience. Responsibilities include teaching a variety of undergraduate courses both in Statistics and Mathematics and participating in the affairs of the University. The position is subject to final budgetary approval. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents. The deadline for submission of applications is March 27, 1998. Applicants should provide a CV, transcripts and have three letters of reference sent directly to: Dr. H.A. Howlader, Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9; Fax 204-774-4134.

MEDICINE

UNIVERSITY OF ALBERTA — Faculty of Medicine. Assistant or Associate Professor. The Cardiovascular Research Group of the Faculty of Medicine is seeking a tenure-track faculty member in the area of cellular and molecular control of the cardiovascular system. Individuals with a PhD or MD degree with expertise in the area of cellular, molecular, electrophysiological, or biophysical aspects of the cardiovascular system are encouraged to apply. The successful candidate will be expected to pursue a vigorous, externally funded research program, which includes the training of graduate students. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae, a one-page summary of their research plans, and the names, addresses and telephone numbers of three referees to: Dr. Gary D. Lopaschuk, Cardiovascular Research Group, 423 Heritage Medical Research Building, University of Alberta, Edmonton, Alberta, T6G 2S2, Canada. Fax: (403) 492-9753; e-mail: gary.lopaschuk@ualberta.ca. Applications will be reviewed beginning January 31, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF OTTAWA — The Corinne Boyer Chair in Ovarian Cancer Research. The Corinne Boyer Fund and the University of Ottawa announce the establishment of the Corinne Boyer Chair in Ovarian Cancer Research in the Faculty of Medicine and seeks nominations of, and applications from, persons with a distinguished track record of achievement in the fields of genetics, developmental biology or molecular medicine related to the understanding of the pathogenesis, diagnosis or therapy of ovarian cancer. The successful candidate will join a dynamic multidisciplinary group of investigators in the Department of Cellular & Molecular Medicine and will lead the development of an integrated basic science approach for the study of ovarian cancer. A cross appointment in the Department of Obstetrics & Gynecology also will be provided. Academic rank for this tenure track position will be at the Associate or Full Professor level. The recruitment effort is directed at MDs and/or PhDs with special emphasis on individuals who have the demonstrated ability for collaborative research. In accordance with Canadian immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Bilingualism (English and French) is a definite asset. Nominations and applications, including a CV and a statement of research goals/interests, and the names of three references should be sent to Dr. P. Walker, Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5 by February 15, 1998.

UNIVERSITÉ D'OTTAWA — La Chaire Corinne-Boyer de recherche sur le cancer de l'ovaire. Le Fonds Corinne-Boyer et l'Université d'Ottawa annoncent la création de la Chaire Corinne-Boyer de recherche sur le cancer de l'ovaire à la Faculté de médecine et sollicitent des candidatures et des mises en candidature à la direction de cette chaire. Les personnes proposées ou intéressées doivent avoir fait des recherches éminentes dans les domaines de la génétique, de la biologie de la croissance ou de la médecine moléculaire qui ont contribué grandement au fonds de connaissances de la pathogenèse, du diagnostic ou de la thérapie du cancer de l'ovaire. La personne choisie se joindra à un groupe pluridisciplinaire de chercheuses et chercheurs dynamiques au Département de médecine cellulaire et moléculaire et dirigera l'élaboration d'une approche intégrée axée sur les sciences fondamentales pour l'étude du cancer de l'ovaire. Le poste comportera aussi une affectation au Département d'obstétrique et de gynécologie. Le rang universitaire de ce poste menant à la permanence sera celui de professeur agrégé ou de professeur titulaire. Cette offre vise plus particulièrement les médecins et les titulaires de doctorat qui ont déjà fait leurs preuves en recherche pluridisciplinaires. De plus, en conformité avec les règles canadiennes de l'immigration, elle s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Le bilinguisme (anglais et français) est un net atout. Les mises en candidature et les candidatures (accompagnées d'un curriculum vitae, d'un énoncé des objectifs et des intérêts de recherche et des noms de trois références) doivent parvenir au Dr P. Walker, doyen de la Faculté de medecine, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario), Canada, K1H 8M5, au plus tard le 15 février 1998.

UNIVERSITY OF OTTAWA — Chair, Department of Epidemiology & Community Medicine. The Faculty of Medicine at the University of Ottawa seeks a dynamic academic leader as Chair of the Department of Epidemiology & Community Medicine. The Department comprises 22 full-time and cross-appointed scientists with major emphasis on population and clinical epidemiology and applied public health research with linkages to the regional Public Health Department and the Clinical Epidemiology Unit at the Ottawa Hospital Institute. The current graduate student enrolment of the Department is 43 students. The Department also makes a substantial contribution to undergraduate medical education. Applicants should have an outstanding record of achievement and innovation in population or in clinical epidemiology, such as the development of public policy or the development and validation of measurement tools, etiological research, the development of clinical evidence and decision tools and health risk assessment. The Chair is expected to play a leadership role in the development of an interfaculty, multidisciplinary Institute of Population Health at the University of Ottawa. Proficiency in both official languages (English and French) is desired. Appointment to the Faculty of Medicine will be made at the appropriate academic rank (Associate or Full Professor). Interested applicants are requested to submit a Curriculum Vitae and the names of three references to Dr. Peter Walker, Dean, Faculty of Medicine, 451 Smyth, Ottawa (Ontario) K1H 8M5 CANADA by February 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. More information can be obtained at http://www.uottawa.ca/academic/med/epid.

UNIVERSITÉ D'OTTAWA — Directeur / Directrice. Département d'épidémiologie et de médecine communautaire. La Faculté de medecine de l'Université d'Ottawa est à la recherche d'un leader académique dynamique pour combler le poste de directeur ou de directrice du Département d'épidémiologie et de medecine communautaire. Le département est composé de 22 scientifiques qui consacrent principalement leurs efforts à l'épidémiologie clinique ainsi qu'à la recherche appliquée en matière d'hygiène publique, et ce tout en maintenant des liens avec le Département régional de santé publique et l'Unité d'épidémiologie clinique de l'Institut Loeb. En ce moment, le département compte 43 étudiants diplômés. De plus, le département contribue largement au programme d'enseignement médical de premier cycle. Les candidats et candidates doivent avoir fait preuve d'innovation et avoir fait des réalisations exceptionnelles dans les domaines de l'épidémiologie clinique telles que l'élaboration de politiques publiques ou l'élaboration et la validation d'outils d'évaluation, la recherche étiologique, l'élaboration de données cliniques et d'outils d'aide et l'évaluation des risques pour la santé. Le directeur ou la directrice assumera un rôle de direction dans la création d'un Institut interfacultaire et multidisciplinaire sur la santé des populations à l'Université d'Ottawa. Le bilinguisme (anglais et français) constitue un atout. La nomination à la Faculté de médecine se fera au rang universitaire approprié (professeur agrégé ou titulaire). Les personnes intéressées doivent faire parvenir leur curriculum vitae ainsi que les noms de trois références au Dr Peter Walker, doyen de la Faculté de medecine, 451, chemin Smyth, Ottawa (Ontario), Canada, K1H 8M5, au plus tard le 15 février 1998. En conformité avec les règles canadiennes de l'immigration, cette offre s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. On encourage les femmes, les autochtones, les membres de minorités visibles ainsi que les personnes handicapées à présenter leur candidature. Pour de plus amples renseignements, consultez le site Web http://www.uottawa.ca/academic/med/epid.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF BRITISH COLUMBIA — A Post-doctoral Research Fellow position is available for studies on the Dictyostelium Rap protein. This protein is a member of the Ras subfamily of monomeric G-proteins and is highly conserved in all eucaryotic species thus far studies (mammals, Drosophila, C. elegens and Dictyostelium). Its role in the cell remains a mystery, but there is evidence that under certain conditions it can antagonize Ras function. The approach will be to ablate gene function and determine the consequence of this on growth and development and to search for interacting proteins. The position is funded by a Canadian MRC grant and is for at least two and possibly three years. Please submit application, curriculum vitae, together with the names of three referees to: Dr. George Speigelman, Department of Microbiology and Immunology, University of British Columbia, #300 6174 University Boulevard, Vancouver, B.C. V6T 1Z3. Tel. (604) 822-2036, Fax (604) 822-6041.

MUSIC

BROCK UNIVERSITY, Department of Music, invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1998, subject to final budgetary approval. Applicants should have a completed PhD in musicology or theory; preference will be given to those able to offer another area of specialization, possibly

McGill
MANAGEMENT

The Paul Desmarais Chair in Investments

The Faculty of Management of McGill University invites nominations and applications for the newly created Paul Desmarais Chair in Investments.

Candidates should have a distinguished record of research in the field of finance and investments, as well as an outstanding teaching record and strong evidence of contributions to the profession. The successful candidate is expected to undertake research resulting in top journal publications, and to provide internal leadership to research and teaching programs. The Chair is also responsible for establishing and developing professional and academic interaction between the Faculty and the investment community.

The Faculty of Management of McGill University is committed to the development of the practice of management through the offering of outstanding undergraduate and graduate business education and the pursuit of scholarly activities judged to be excellent when measured against the highest international standards.

Please send nominations and applications to:

Professor Vihang Errunza
Faculty of Management, McGill University
1001 Sherbrooke Street West
Montreal, Quebec, Canada
H3A 1G5

Telephone: (514) 398-4056
Fax: (514) 398-3876

In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

INSTRUCTOR
Biotechnology Laboratory
The University of British Columbia

The Biotechnology Laboratory at the University of British Columbia invites applications for a tenure-track position of Instructor I. Applicants must possess the talent, interest and commitment to teaching required for this full-time teaching position. The successful candidate must have strong theoretical and practical knowledge in broad areas of molecular biology and biotechnology. The position is responsible for managing, organizing, developing an implementing academic outreach programs of the Teaching Laboratory. This includes teaching academic laboratory/lecture courses in molecular biology to graduate students and advanced honours undergraduate students, organizing and teaching faculty and staff workshops, and developing and implementing new outreach programs on molecular biology and biotechnology as part of the teaching mandate of the Biotechnology Laboratory.

Applicants for this position should hold a Ph.D. in Biochemistry, Microbiology, Molecular Biology or a related field and have relevent teaching experience.

The initial appointment would be made for two years with the possibility of reappointment leading to a tenured position as Senior Instructor. Closing date for applications is **January 31, 1998**

Applicants should submit a current curriculum vitae, a bibliography, and the names and address of three referees to:

Mrs. Darlene Crowe
Administrator, Biotechnology Laboratory
237 Wesbrook Building
6174 University Boulevard
Vancouver, B.C. Canada V6T 1Z3
Fax: (604) 822-2114

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration policy, priority will be given to Canadian citizens and permanent residents.

Memorial
University of Newfoundland

DIRECTOR
Ocean Sciences Centre

Memorial University invites applications and nominations for the position of Director, Ocean Sciences Centre (OSC), Faculty of Science. The Director will hold a tenured faculty position at the OSC. The appointment, which will be effective September 1, 1998, or the earliest date thereafter, is initially for a term of three years and is renewable.

The OSC is a research and graduate teaching unit, with a wide range of programmes addressing questions relevant to the cold ocean environment. These include aquaculture; physiology, biochemistry and behavioral studies of marine organisms; and biological and chemical oceanography. The OSC attracts significant levels of external funding from government and from the private sector. The OSC is situated 10km north of the university's main campus in St. John's, and provides excellent facilities for laboratory and field studies. Further information can be obtained at http://www.mun.ca/osc/

Applicants should have administrative abilities, and be established scientists with a commitment to research and graduate training. The successful candidate will be expected to maintain an active research programme. All applications will be treated in confidence.

An application, including a resume and the names of at least three referees should be submitted by **February 27, 1998** to:

Dr. Alan Whittick
Chair OSC Search Committee
c/o Office of the Dean of Science
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1B 3X7

Email: slanw@morgan.ucs.mun.ca

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

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including performance or composition. Applicants should have a record of, and potential for, continuing research and publication and demonstrated excellence as an instructor. The ideal candidate will possess a range of abilities to support a diverse and developing curriculum. Duties: to teach in several areas of the music program, possibly including history, theory, composition and arranging, musicianship, music appreciation or applied music, dependent upon qualifications and needs of the program; to actively engage in research specialization; to participate in curriculum development and routine administrative tasks of the department, including recruitment and promotion of the department. The Department of Music has over 50 majors in the six programs leading to the degrees of Bachelor of Music and Bachelor of Arts in Music and over 300 enrolments in Music courses. Small classes provide a learning environment in which students can participate fully and develop into literate and versatile musicians. Applications should include a curriculum vitae, evidence of current research and creative activity, an outline of the candidate's philosophy of education, and three confidential letters of reference. The closing date for applications is March 15, 1998, or until the position is filled. Please direct applications to: Dr. Harris J. Loewen, Chair, Department of Music, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario L2S 3A1; Fax: (905) 688-2789; E-mail: hloewen@spartan.ac.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Music. Applications are invited for a full time tenure track appointment in cello. The appointment will be at the rank of lecturer or assistant professor, and is subject to budgetary approval. Salary will be dependent on qualifications and experience in accordance with the collective agreement. The date of appointment is 1 September 1998. Applicants should have completed a minimum of a master of music, doctorate preferred, with a strong record of performance. Successful teaching experience at the university level is an asset. Duties will include studio instruction in cello, class instruction in lower string methods, string literature and pedagogy, and chamber music. This is a new position, and especially in the first years of the appointment, the successful candidate will need to teach in an additional area or areas according to his/her expertise. Preference will be given to candidates qualified to teach music theory, composition and/or double bass. Applications will also be considered from candidates with secondary expertise in other areas, including aural skills, keyboard harmony or popular music. The successful candidate will be expected to carry on an active program of performance and related scholarly activity, and will also be expected to take on an active role in student recruitment and the development of the string program at Memorial. Candidates should send a letter of application, curriculum vitae, audio cassette of a recent performance, and three letters of reference. Recent graduates should include academic transcripts. Candidates with teaching experience should ensure that their application includes information about their teaching. All material should be sent to: Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, Nf, Canada, A1C 5S7. Closing date is 15 March 1998 or when position is filled. In accordance with Canadian Immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Music. Applications are invited for an eight-month teaching term appointment in piano. The appointment will be at the rank of lecturer or assistant professor, and is subject to budgetary approval. Salary will be in accordance with the collersive agreement. The date of appointment is 1 September 1998. Applicants should have completed a minimum of a Master of Music in piano, doctorate preferred. Performance experience as soloist, chamber musician and accompanist required. Successful teaching experience at the university level is an asset. Duties will include undergraduate studio instruction in piano, possible instruction in keyboard harmony, accompaniment, chamber music or keyboard literature. Candidates should send a letter of application, curriculum vitae, cassette tape of a recent performance, and three letters of reference. Rerent graduates should include academic transcripts. Candidates with teaching experience should ensure that their application includes information about their teaching. All material should be sent to: Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, Nf, Canada, A1C 5S7. Closing date is 15 March 1998 or when position is filled. In accordance with Canadian Immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

UNIVERSITY OF ALBERTA — Electronic Music. The University of Alberta, Department of Music. The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal and is committed to ensuring that the substantial number of appointments it is now making will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Music invites applications for a tenure-track position of Assistant Professor in the area of composition with distinct specialization in electroacoustic and computer composition, starting July 1, 1998. Applicants should hold a doctoral degree in composition and have demonstrated ability in both research and teaching. Expertise in related areas of music technology such as multimedia, interactive computer music, programming and software development, and computer assisted music education is highly desirable. In addition to redefining, enhancing and directing the Electronic Music Studio, the successful candidate will be qualified to teach a range of undergraduate and graduate courses including electroacoustic and computer music, acoustic and electroacoustic composition, twentieth-century analysis and orchestration. Graduate supervision and regular participation on various departmental committees is expected. The salary for the Assistant Professor rank, effective July 1, 1998 starts at $34,490. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application, a detailed CV, scores and recordings of recent compositions, and arrange to have a minimum of three confidential letters of reference sent to Dr. Fordyce Pier, Chair, Department of Music, 3-82 Fine Arts Building, University of Alberta, Edmonton, AB, T6G 2C9, to arrive no later then February 20, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NATIVE STUDIES

UNIVERSITY OF MANITOBA — The Department of Native Studies at the University of Manitoba invites applications for a full-time tenure track appointment at the Assistant Professor rank, subject to final budgetary approval. The appointment will begin on July 1, 1998 or soon thereafter. The ideal candidate will complement the Department's current areas of interest which are: Aboriginal history; languages; literatures; development issues; First Nation, Inuit and Metis studies; and contemporary issues. The successful candidate must possess and interdisciplinary approach to Native Studies and a respect for Aboriginal world views and ethics. An interest in health, environment, or development issues would be an asset. Fluency in an Aboriginal language would be an asset as would membership in one of the Aboriginal peoples, First Nation, Metis or Inuit. The successful applicant will be expected to teach fifteen credit hours a year, to maintain an active research portfolio, and to provide service to the University and the community. The successful candidate must have a PhD or equivalent by the commencement of the appointment and demonstrated competence in the teaching of Native Studies courses. The 1997-98 salary range for the Assistant Professor rank is $40,868-$48,000. Rank and salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae and three letters of reference should be sent to: Dr. Fred J. Shore, Head, Native Studies, 532 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 5V5. Closing date for receipt of applications is March 1, 1998.

NURSING

ST. FRANCIS XAVIER UNIVERSITY — Faculty Positions, Bachelor of Science (Nursing) Program. Applications are invited for one probationary tenure-track position, and one nine-month limited term sabbatical replacement beginning September, 1998. Salary and rank will be commensurate with qualifications and experience. St. Francis Xavier University offers a four-year, integrated, undergraduate B.Sc.N. program; a part-time, post-diploma baccalaureate program by distance education; and an innovative certificate program in continuing care which focuses on community based practice via distance education for Post RN students. Initial teaching responsibilities will be with the on-campus, B.Sc.N program. Opportunity is also available for teaching in the distance education programs. Minimum academic preparation and qualifications include a Master's degree in Nursing, a doctorate in nursing, teaching experience at the undergraduate level, a strong practice focus in community and adult nursing, evidence of research and scholarly productivity, and eligibility for registration with the Registered Nurses Association of Nova Scotia. The applications deadline is February 15, 1998. Applicants please submit a cover letter, a curriculum vitae, a copy of current registration, and the names of three referees, including most recent employer to: Dr. Angela Gillis, Chair, Department of Nursing, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, B2G 2W5; Fax (902) 867-2322. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

OBSTETRICS & GYNECOLOGY

MCGILL UNIVERSITY, Department of Obstetrics and Gynecology is seeking an academic gynecologist. Applications are invited from MD's, eligible to practice in Quebec, with certification in Obstetrics and Gynecology and advanced training in gynecological ultrasound. The candidate should demonstrate skills in medical education. The candidate should have a special interest and proven track record in both clinical practice and research in gynerological ultrasound. This is a University hospital supported academic position at the assistant or associate professor level. Salary is commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please reply to: Dr. S.L. Tan, James Edmund Dodds Professor and Chairman, Department of Obstetrics and Gynerology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1. Applications should be received by February 15, 1998.

OUTDOOR RECREATIDN, PARKS & TOURISM

LAKEHEAD UNIVERSITY — The School of Outdoor Recreation, Parks and Tourism at Lakehead University invites applications for a tenure-track appointment commencing August 1, 1998. Applications are invited from those who have an earned doctorate (or near completion) and who possess a strong background in recreation. Preference will be given to candidates whose main focus is Nature Based Tourism. Consideration will also be given to those who can contribute to the core program and at least one of the School's other two areas: Parks (interpretation, planning, management, policy); and Outdoor Leadership. Rank and salary will be commensurate with experience and qualifications. The successful candidate will bring enthusiasm for teaching, collaborative research abilities and a desire to strengthen an already innovative and dynamic honours degree-granting programme with over 400 full-time undergraduate students. Further information about faculty members and courses is available on the Internet (http://www.lakeheadca/~sopptwww/sorpt1.html) or can be obtained by contacting the School. This appointment is subject to final budgetary approval. Located on the northwestern shore of Lake Superior, Lakehead University is home to the School of Outdoor Recreation, Parks and Tourism. Steeped in the cultural and natural history of the Canadian Precambrian Shield, Lakehead University and the City of Thunder Bay, Ontario offer unique personal and professional opportunities. The surrounding landscape of Northwestern Ontario provides a backdrop for the practical application of a rigorous academic programme, which includes a wide variety of courses in Nature Based Tourism, Parks and Outdoor Leadership. Interested applicants should send a cover letter, curriculum vitae and the names and addresses of three referees to: Professor Tom Stevens, Director, School of Outdoor Recreation, Parks and Tourism, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1; (807) 343-8756 (voice); (807) 346-7836 (fax); Tom.Stevens@lakeheadu.ca (e-mail). The closing date is February 20, 1998. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PEDIATRIC DENTISTRY

UNIVERSITY OF SASKATCHEWAN — Full-time tenure track position at the rank of Assistant Professor available in the Division of Pediatric Dentistry, Department of Community and Pediatric Dentistry effective July 1, 1998. Duties will include the didactic and clinical instruction of undergraduate students at the predoctoral and clinical level, research and some administration. A DDS/DMD degree from an ADA/CDA accredited dental school and a certificate in pediatric dentistry from an ADA/CDA accredited training program are required. Candidates should possess appropriate qualifications for licensure and certification as a specialist in Pediatric Dentistry in Saskatchewan. Opportunity for intramural private practice is available. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.) Please submit application complete with curriculum vitae and the names of three referees to: Dr. L.D. Koroluk, Department Head, Community and Pediatric Dentistry, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, SK, Canada, S7N 5E4. The position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada.

PHARMACY

UNIVERSITÉ DE MONTRÉAL — Faculté de pharmacie. Chaire pharmaceutique Astra pour la gestion des maladies respiratoires. La Faculté de pharmacie de l'Université de Montréal est fière d'annoncer la création de la Chaire pharmaceutique Astra en maladies respiratoires. Par cette chaire, la Faculté vise à développer deux axes d'excellence soit le volet des soins pharmaceutiques en maladies respiratoires et le volet de recherche en maladies respiratoires. La Faculté s'est associée à l'Hôpital du Sacré-Coeur de Montréal (Département de pharmacie) pour actualiser cette chaire. Pour le volet recherche, la Faculté est à la recherche d'un(e) candidat(e) pour développer un programme de recherche évaluative incluant les divers aspects de pharmacothérapie, d'interventions dans les soins et de politique de santé relativement aux maladies respiratoires. L'objectif est de développer spécifiquement les aspects de recherche en ce qui concerne la gestion des soins dans le domaine des maladies respiratoires. Le/la candidat(e) idéal(le) fera partie du Groupe de recherche en socioéconomie à la Faculté et devra exercer son leadership par ses recherches en sciences évaluatives appliquées dans la gestion des maladies respiratoires. Il travaillera en étroite collaboration avec le Groupe de recherche en pneumologie de l'hôpital du Sacré-Coeur de Montréal. Exigences: PhD dans un domaine pertinent (pharmacoéconomie, pharmacoépidémiologie, santé publique) ainsi qu'une expérience bien établie en recherche. Les personnes intéressées doivent faire parvenir leur curriculum vitae à: M. Robert Goyer, doyen, Faculté de pharmacie, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Quebec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes (0833)

UNIVERSITÉ DE MONTRÉAL — Faculté de pharmacie. Astra Chair in Respiratory Diseases: Evaluative Research. The Faculty of Pharmacy of Université de Montréal and Hôpital du Sacré-Coeur à Montréal are proud to announce the creation of the Astra chair which consists of 2 components, the pharmaceutical care and the evaluative research in respiratory diseases. We are seeking a candidate who will have the knowledge, skills and experience required to develop an evaluative research program dealing with pharmacotherapy, health care intervention and health policies pertaining to respiratory diseases. The focus of the chair is on disease management issues rather than on clinical research. The candidate will join an emerging team of researchers at the Faculty of Pharmacy. The person will have an opportunity to participate in the consolidation of thet team and will be expected to assume leadership in the field of evaluative sciences as it applies to respiratory diseases. A strong interaction with the research group in pneumology based at Hôpital du Sacré-Coeur is expected. Applicants should possess a PhD in a relevant field (outcome research, pharmacoepidemiology, pharmacoeconomics, public health...) and experience in evaluative research. The candidate should be able to communicate in French. Applicants interested in accepting the challenge should send a letter of intent and a curriculum vitae to: Robert Goyer, Dean, Faculty of Pharmacy, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec), H3C 3J7, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Université is committed to equal opportunity for women. (0833)

PHILOSOPHY

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant Professor Philosophy (tenure-track): The successful candidate must have a doctoral degree, broad grounding in the discipline, and specialization in one or more of the following areas: Epistemology; Metaphysics; 18th and 19th century Philosophy; Philosophy of Mind; Ethical Theory; or Applied Ethics. A record of scholarly publication and research potential. Proven commitment to teaching is required. Adult or distance education teaching experience is desirable. Further information may be obtained from Dr. Michael Gismondi on e-mail mikeg@cs.athabascau.ca. (Centre for Global and Social Analysis). Athebasca University is located in the town of Achabasca in the beautiful cottage country in North-Central Alberta 130 kilometres north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a lesser of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Renner, Office of the President, Athebasca University, 1 University Drive, Athebasca, Alberta, T9S 3A3 or e-mail LINDAR@admin.athebascau.ca. Closing date for this position is February 28, 1998.

UNIVERSITY OF VICTORIA — The Department of Philosophy at the University of Victoria invites applications for a tenure-track position in theoretical ethics and social and political philosophy, to begin July 1, 1998. Preference will be given to applicants with a PhD, teaching experience and a sound research programme. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with doabilities, vaible minorities, and aboriginal peoples. In considerabon of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for a appointment unless no suitable Canadian citizen or permanent resident applies. Applications, and c.v. should be sent to: The Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submission deadline, inclusive of letters of reference, is March 3, 1998.

UNIVERSITY OF WATERLOO — Philosophy. Assistant Professor for a one year definite term position beginning September 1, 1998 and ending August 31, 1999. Applicants must have a completed PhD in Philosophy, some teaching experience, and publications. The area of specialization is open and the area of competence is Ethical Social/Political Philosophy. Duties include undergraduate courses, plus some graduate teaching or supervision. The closing date for applications is January 31, 1998. Send curriculum vitae and arrange for three letters of reference to be sent to Professor Richard Holmes, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W., Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3097). In accordance with Canadian immigration requirements, this advertisement is diersed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail rholmes@watarts.uwaterloo.ca).

THE UNIVERSITY OF WINNIPEG — The Department of Philosophy, The University of Winnipeg invites applications from qualified women and men for a tenure-track position at the rank of Assistant Professor. The appointment is effective July 1, 1998, subject to budgetary approval. Salary commensurate with qualification and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a solid grounding in the history of philosophy and a firm commitment to undergraduate teaching. The department invites applications from all fields, but is particularly interested in individuals with capability in environmental ethics or applied ethics, and philosophy of education. The successful candidate will be called upon to teach a variety of undergraduate courses with some outside her/his area of specialization. Applications, including complete dossier with at least three letters of reference, and writing sample, should be sent to: Professor Brian Keenan, Chair, Department of Philosophy, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9; Fax: (204) 783-7981. Closing date for receipt of applications: February 15, 1998. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF CALGARY — Department of Linguistics invites applications for a full-time tenure track position at the level of Assistant Professor. Primary research interests should be in one or more of the following areas: morphology, semantics, and grammaticalization. An additional research emphasis on one of the following areas would be an asset: languages of the Americas (in particular, Spanish and/or aboriginal languages of North America); sociolinguistics, neurolinguistics or psycholinguistics. The successful applicant will be expected to teach undergraduate and graduate courses in linguistics. The position will commence on July 1, 1998, and candidates should have a Ph.D. in Linguistics by this date. Please submit a CV, a statement of research interests, sample publications, evidence of a commitment to excellent in teaching, and arrange to have three confidential letters of reference forwarded to: Dr. Robert W Murray, Head, Department of Linguistics, 2500 University Drive N.W., The University of Calgary, Calgary, AB, T2N 1N4. The deadline is February 15, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Memorial
University of Newfoundland

FACULTY OF EDUCATION
Social Studies

Memorial University of Newfoundland is seeking applications for a tenure track position in the Faculty of Education in the area of Social Studies. Appointment date is September 1, 1998.

Appointments are normally made at the Assistant Professor level. Preferred candidate will possess a doctoral degree and a commitment to excellence in teaching and research appropriate to the area of Social Studies.

Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities.

Memorial University of Newfoundland is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and persons with disabilities.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Position is subject to budget approval.

Applications should include evidence of successful teaching and the names of at least three references and be sent to:

Or. **Terry Piper**
Dean, Faculty of Education
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X8

The deadline for receipt of applications is **February 15, 1998**

University of Alberta
Edmonton

Chair

Department of Educational Policy Studies

Faculty of Education, University of Alberta, invites applications and nominations for a tenured position as Chair, Department of Educational Policy Studies. Located in one of the largest Faculties of Education in Canada, the Department contributes to the pre-service preparation of teachers and offers Master's and Doctoral programs to approximately 400 full-time and part-time graduate students in the areas of Educational Administration, Adult Education, International/Cultural Education, First Nations Education and Sociology, History, and Philosophy of Education. Its programs are taught by 28 tenured faculty as well as sessional lecturers.

The successful candidate will provide dynamic and innovative leadership to the Faculty during an important period of regeneration which includes development of research initiatives, program development and change, and recruitment of faculty and graduate students. Applicants will have strong academic qualifications and a strong commitment to excellence in teaching and research. Candidates must hold a Doctorate and have demonstrated academic leadership, excellent interpersonal skills, the ability to motivate and work efficiently with faculty, staff and students and effective interaction with the larger university and professional community.

The appointment will normally be for a five-year term, commencing July 1, 1998. Salary will be commensurate with experience. The application deadline is March 15, 1998. Applicants should submit a current curriculum vitae, statement of research interests, and example of recently published work, and the names of three referees to:

Dr. Larry Beauchamp, Dean
Faculty of Education
University of Alberta
845 Education South
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense.*

CLASSIFIEDS

ST. THOMAS MORE COLLEGE, a Catholic College federated with the University of Saskatchewan, is accepting applications for a tenure-stream position in Philosophy in the area of Modern Philosophy with an interest in contemporary. An interest and competence in interdisciplinary studies, aboriginal issues, and ethics as well as the capacity to take a more global perspective in philosophy, religion, and human thought are important elements for this position. Candidates should have a PhD or equivalent and a demonstrated excellence in teaching. Rank and salary commensurate with qualifications and experience. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The appointment is effective July 1, 1998. Applicants should send a current curriculum vitae and three letters of reference by January 31, 1998 to Dr Kevin Corrigan, Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6 Canada.

PHILOSOPHY/CULTURAL STUDIES

UNIVERSITY OF TORONTO at Scarborough — Applications are invited for a tenure-stream position, Assistant Professor, Philosophy/Cultural Studies, Division of Humanities, University of Toronto at Scarborough, Qualifications: Ph.D. in Philosophy with major specializations in political and cultural theory; candidates able to teach a wide range of courses at the undergraduate level, and to contribute to an interdisciplinary and transdisciplinary undergraduate curriculum, are particularly sought. Applications are welcomed from candidates qualified to carry out research and to teach at all undergraduate and graduate levels. Applicants must demonstrate excellence in both teaching and research. Salary commensurate with experience and qualifications (current base salary, Assist. Prof.: $38,200). Send letter of application and cv. to Professor Lorna Jane Abray, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4, and arrange to have three letters of reference (or confidential dossier including evidence of scholarly ability and of teaching ability) sent directly to the Division as soon as possible. Appointment commences 1 July 1998. Applications arriving after February 28th 1998 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Landed Immigrants (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Physics and Astronomy invites applications for an Assistant Professor tenure track position in the area of cosmology and/or gravity, with a suggested starting date of July 1, 1998. The successful applicant will possess an exceptionally strong and internationally recognized research record, and outstanding promise for future research accomplishments. The successful candidate will also participate in the Cosmology and Gravity program of the Canadian Institute for Advanced Research (CIAR); hence the applicant must also be accepted by this Program. The CIAR involvement will carry with it teaching relief for the initial years of the position and the opportunity to interact with the other members of this program. The Cosmology and Gravity program of the CIAR currently supports nodes at the Universities of Victoria, British Columbia, Alberta, Toronto and Princeton; with the additional involvement of distinguished associates worldwide. See http://www.cita.utoronto.ca/CIAR/ for further information on this program. The department currently has strength in theoretical gravity research and in both observational and theoretical cosmology, as well as other areas of physics and astronomy. For further information on the Department of Physics and Astronomy, please see http://www.physics.ubc.ca/. UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. T.Tiedje, Head, Dept. of Physics and Astronomy, University of British Columbia, 6224 Agricultural Road, Vancouver, B.C., V6T 1Z1, Canada. The position is dependent on final financial approval by both the University and by CIAR. The deadline for completed applications is Feb. 14th, 1998.

PHYSIOLOGY

DALHOUSIE UNIVERSITY — The Department of Physiology and Biophysics is seeking to fill a tenure-track position at the Assistant Professor level in the area of neurophysiology. We are particularly interested in applicants who are using molecular or cellular approaches, and whose research complements existing programs. Applicants will be expected to contribute to undergraduate and graduate teaching in neurophysiology, and to graduate student supervision. This is a salaried tenure track appointment. However, the successful applicant will be expected to apply for salary support from appropriate granting agencies. Applicants must be eligible to apply for a Medical Research Council of Canada Scholarship. Send a curriculum vitae, publication list, and the names of three referees to: Dr. Andrew S. French, Head, Department of Physiology and Biophysics, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7, Canada. Further information about the department is available at: http://www.physiology.dal.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Qualified Women, Aboriginal Peoples, Racially Visible Persons and Persons with Disabilities. Closing date for applications: January 31, 1998.

PHYSIOTHERAPY

DALHOUSIE UNIVERSITY — School of Physiotherapy. The School of Physiotherapy at Dalhousie University welcomes enquiries and applications for a full-time, probationary tenure-track faculty position at the Assistant Professor level. The successful applicant will have a clearly demonstrated focus in Physiotherapy and will join a small faculty, participate in teaching research methods and courses in their areas of expertise at the undergraduate level. The applicant will also participate in teaching in our Master's programme and develop a research programme that fits within the present research direction of the School. The School of Physiotherapy is one of eight units in a dynamic and growing Faculty of Health Professions. Halifax offers a smaller city, marine environment with a high quality of living and many recreational opportunities. We offer a B.Sc. (Physiotherapy) 4-year programme and an M.Sc. (Physiotherapy) programme. Opportunities also exist at Dalhousie for involvement with doctoral students in other departments. Applicants should include a curriculum vitae, outline of research directions, teaching focus, representative reprints and arrange for three letters of recommendation to be forwarded to Chairperson, Appointments Committee. Preference will be given to applicants with a doctoral degree, who are eligible for a Physiotherapy license in Nova Scotia. Candidates with lesser qualifications may be considered. Applicants must be eligible for membership in the Canadian Physiotherapy Association. Salary will be commensurate with qualifications and experience and is subject to budgetary approval. The University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The duties are to commence August 1, 1998. Deadline for receipt of applications is February 15, 1998. Chairperson, Appointments Committee, School of Physiotherapy, Dalhousie University, Halifax, NS B3H 3J5. Phone: (902) 494-2524; Fax: (902) 494-1941.

POLITICAL SCIENCE

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location or prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant Professor Political Science: This is a three-year full-time appointment, convertible to tenure track depending on the increase of enrolments in political science. The candidate must have a doctoral degree, broad grounding in the discipline, and specialization in one or more of the following areas: Comparative Politics, International Politics/International Political Economy, Public Administration/Public Policy, or Canadian Politics. The successful candidate would have a proven commitment to innovative teaching, preferably in distance education, and to interdisciplinary research, and teaching, including, but, not limited to, criminal justice and women's studies. For further inquiries on this particular appointment contact Dr. P. Jay Smith, jays@cs.athabascau.ca, Chair for the Centre for State and Legal Studies. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 kilometres north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail LINDAR@admin.athabascau.ca. Closing date for this position is February 28, 1998.

UNIVERSITY OF WINNIPEG — Department of Political Science. Subject to budgetary approval, the Department of Political Science intends to make a tenure track appointment at the assistant professor rank in the field of public administration. Candidates should be qualified to teach any combination of public administration, administrative theory, administrative law or comparative public administration. As a medium size liberal arts university devoted to excellence in teaching and research, we are seeking a specialist who would also be expected to teath in secondary areas. A PhD with teaching experience will be preferred. Salary will commensurate with experience. This appointment will be effective September 1, 1998. Applications will be received until February 15, 1998. The University of Winnipeg is an equity employer and both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application with a current curriculum vitae and the names of three referees should be sent to Dr. Claudia Wright, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9 Fax (204) 774-4134.

WILFRID LAURIER UNIVERSITY — The Department of Political Science of Wilfrid Laurier University invites applications for a one year limited-term appointment, subject to budgetary approval, commencing July 1, 1998. Applicants should be prepared to teach at the introductory level in a large class environment. In addition, applicants should indicate the fields or subfields in which they might make additional teaching/research contributions to the Department. The Department has both undergraduate and graduate programs. The University is committed to employment equity and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by March 1, 1998 to: Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone: (519) 884-1970, ext. 3863; Fax (519) 746-7908; e-mail: btanguay@ mach1.wlu.ca.

POLITICAL STUDIES

UNIVERSITY OF MANITOBA — The Department of Political Studies at the University of Manitoba offers a full undergraduate program, as well as its own Master's program, and participates in a Joint Master's program. The Department, which has a strong record in teaching, research and service, invites applications for two full-time tenure track appointments at Assistant Professor rank, subject to final budgetary approval. The Associate Professor rank will be considered for one of these appointments which is partly funded under the University Employment Equity Incentive Program. The appointments will begin on July 1, 1998 or soon thereafter. The areas of speciality will be (i) in Canadian government and politics and (ii) in political theory. The successful candidate for appointment (i) must have a PhD by the commencement of the appointment, and have demonstrated competence in graduate and/or undergraduate teaching and an active commitment to research in one of these areas: political theory, with an emphasis on contemporary political theory, and Canadian politics as a secondary area. The duties for the positions include undergraduate/graduate teaching, research in the candidate's area of expertise and service within the University and the community. The normal teaching load, after the first year, for Faculty of Arts academic staff members is 15 credit hours per Regular Session. For 1997/98, the Assistant Professor salary floor is $40,868 and the threshold is $48,000. The effective salary schedule for the Associate Professor rank is between $52,718 and $80,638. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Women are particularly encouraged to apply. A letter of application with a brief statement of teaching and research interests, curriculum vitae, and three letters of reference should be sent to: Professor William Riselli, Head, Department of Political Studies, 531 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5. Closing date for receipt of applications is February 27, 1998.

POLITICS

BROCK UNIVERSITY — The Department of Politics at Brock University invites applications for a two-year limited-term appointment at the rank of Assistant Professor, effective July 1, 1998, and subject to final budgetary approval. A PhD is required, together with evidence of successful teaching experience and potential for independent research and scholarship. The successful applicant will be required to teach undergraduate and M.A. level courses in International Relations in areas such as international political economy, international law and organization, global governance and regional security. Ability to contribute to teaching in comparative politics and/or introductory level courses would also be an asset. Applicants should submit by, March 15, 1998, a curriculum vitae, teaching evaluations, samples of scholarly work and the names and addresses of three referees to: Professor G. E. Dirks, Chair of the Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. (Tel: 905-688-5550, ext. 3476; Fax: 905-988-9388). In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

PSYCHOLOGY

UNIVERSITY OF WINDSOR — Psychology. Tenure-track position in Adult Clinical, at the

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Memorial
University of Newfoundland

FACULTY OF EDUCATION
Science Education

Memorial University of Newfoundland is seeking applications for a tenure track position in the Faculty of Education in the area of Science education. Appointment date is September 1, 1998. Preference will be given to applicants in the area of primary/elementary education but applications are encouraged from all science educators.

Preferred candidate will possess a doctoral degree and a commitment to excellence in teaching and research appropriate to the area of Science. Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities.

The Faculty of Education offers undergraduate programs leading to B.Ed. (Secondary) and B.Ed. (Elementary) among others as well as graduate programs leading to M.Ed. in a variety of subject areas including science education.

Memorial University of Newfoundland is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and persons with disabilities.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Position is subject to budget approval.

Applications should include evidence of successful teaching and the names of at least three references and be sent to:

Dr. Terry Piper
Dean, Faculty of Education
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X8

The deadline for receipt of applications is **March 31, 1998.**

The UNIVERSITY of WESTERN ONTARIO

DIRECTOR *of the* CENTRE *for* NEUROSCIENCE

The University of Western Ontario is seeking applications and nominations for the Director of the Centre for Neuroscience. Basic, applied and clinical research in Neuroscience is an area of excellence at this University and its affiliated hospitals and research institutes with over one hundred investigators involved in studies ranging from the cellular and molecular level to integrated systems. The Centre brings together researchers from across several Faculties to coordinate research activities and promote interactions and collaborations. It includes a popular graduate training program at the M.Sc. and PhD levels. The Director will be an internationally-recognized neuroscientist with an active research program and will provide leadership and be spokesperson for the discipline. The Directorship is for a five year term initially at the Associate Professor or Professor level. Nominations or applications should be sent to the

Search Committee
c/o Dr. R.J. Rylett
Department of Physiology
University of Western Ontario
London, Ontario, Canada, N8A 5C1

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ASSISTANT PROFESSOR IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY OR HUMAN FACTORS/ERGONOMICS

The Department of Psychology invites applications for a tenure-track appointment in Industrial-Organizational Psychology or Human Factors/Ergonomics, effective July 1, or September 1, 1998.

Responsibilities: Maintain a productive research program, teach in the department's graduate and undergraduate programs, supervise graduate students, and contribute to university service activities.

Qualifications: Ph.D. in Psychology or equivalent, evidence of effective teaching and a demonstrated ability to conduct research in industrial-organizational psychology or human factors/ergonomics. Teaching experience in research design and quantitative methods is an asset.

The appointment is with The University of Calgary, but the successful candidate will be expected to teach some University of Calgary courses at the Red Deer College campus, located in Red Deer, Alberta.

The University of Calgary is committed to Employment Equity.

Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent by April 30, 1998, to:

Dr. Lorne Sulsky,
Search Committee Chair, Department of Psychology,
The University of Calgary, 2500 University Drive N.W.,
Calgary, Alberta, T2N 1N4.
Tel: (403)220-5050; Fax: (403)282-8249;
e-mail:lmsulsky@acs.ucalgary.ca

UNIVERSITY OF CALGARY

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THE UNIVERSITY OF NEW BRUNSWICK in Saint John

Invitas applications and nominations for the position of

DEAN OF THE FACULTY OF SCIENCE, APPLIED SCIENCE & ENGINEERING

The University of New Brunswick in Saint John (UNBSJ) has a student population of approximately 3,200 (2,000 full-time), with 700 full-time students registered in the Faculty of Science, Applied Science & Engineering (SASE). The full-time faculty in SASE numbers 50.

The Faculty consists of five separate departments (biology; engineering; math, statistics and computer science; nursing; and physical sciences). Asida from the programs typically offered in such departments, the faculty has specialized programs in Marine Biology, Zoology, Bio-Psychology, Data Analysis, Health Sciences and Psychology. In eddition, there are numarous joint programs with the Fredericton campus of UNB (Engineering, Chamistry, Physics, Geology, Forestry, etc.) and e variaty of pra-profassional and certificate programs. The Faculty is also in the process of considering othar new undargreduata programs in tha Health Sciances, Pharmaceutical Chamistry and Technology. Programs at the Masters and Doctoral levels era also offarad.

The Dean will be expected to provide affective acadamic leadership and sound administration to the Faculty and to provide strong rapresentation for the Faculty within the University and in tha community at large. Candidates should have demonstrated administrative skills, and an excellent record of teaching and research appropriate for tha rank of Associata or Full Profassor in any Scianca, Appliad Science or Engineering disciplina.

Dua to the impending ratiramant of tha current Dean of SASE (1 July 1999), tha University would lika to maka an appointment such that tha two individuals ovarlap. Thus, an employment date between 1 July 1998 and 1 March 1999 is anticipatad.

Applications or nominations, along with a curriculum vitaa and tha names and eddresses of three rafarances, should be sent no latar than 13 February 1998 to:

Dr. Rick Miner
Vice-President (Saint John)
The University of New Brunswick
P. O. Box 5050
Saint John, NB
E2L 4L5

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

ANNONCES CLASSÉES

Assistant Professor rank, commencing July 1, 1998 (subject to final budgetary approval). Candidates must have a PhD in Clinical Psychology, a strong commitment to the scientist/practitioner model, a demonstrated record of excellence in scholarship and teaching, and be eligible for registration in Ontario. You will teach undergraduate and graduate courses, and provide clinical and research supervision in the graduate training program. Submit complete application including an application letter, statement of teaching and research interests, a curriculum vitae, a sample of your publications, and teaching evaluations, and three letters of reference by January 31, 1998 to: Dr Stewart Page, Chair, Psychology Search Committee, 401 Sunset Ave., University of Windsor, Windsor, ON N9B 3P4. Extension 2215; Fax (519) 973-7021; E-mail: Page@uwindsor.ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA — Psychologie L'École de psychologie de l'Université d'Ottawa prévoit (sous réserve d'approbation budgétaire) combler deux postes de professeur ou de professeure conjoindant à la permanence à compter du 1er juillet 1998. Ces postes seront au niveau de professeur(e) adjoint(e). La priorité sera accordée aux candidatures dans le domaine des méthodes quantitatives en psychologie, dans le domaine de la psychologie clinique (de l'adolescent, de l'enfant ou de la famille) ainsi que dans le domaine des neurosciences comportementales. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais (i.e., capacité d'enseigner dans les deux langues) est essentielle des l'embauche. Le salaire minimum de l'année en cours au niveau de professeur(e) adjoint(e) est de 43 978 $. Les candidatures devraient être soumises avant le 28 février 1998. Adresser une lettre accompagnée d'un curriculum vitæ, d'un échantillon de trois répondants qui adresseront des lettres de référence, ainsi que les titres a part de deux publications récentes ou de tout autre document constituant une contribution académique au : Dr Catherine Brelavey, Directrice adjointe, Ecole de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux immigrant(e)s reçu(e)s. L'Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes de la part des femmes.

UNIVERSITY OF OTTAWA — Psychology The School of Psychology of the University of Ottawa anticipates two tenure-track positions to be filled (pending budgetary approval) as of July 1, 1998, at the Assistant Professor level. Priority will go to applicants in the areas of quantitative methods in psychology, clinical psychology (with a specialty in adolescent, child or family), or behavioural neuroscience. Applicants should meet the following minimum requirements: Doctorate in Psychology and research competence. Fluency in French and English (i.e., ability to teach in both languages) is essential. The minimum salary for the current academic year is $43,978. Applications should be received before February 28, 1998. Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending us letters of reference, and two recent publications from refereed journals or other visible evidence of scholarly publication to: Dr. Catherine Brelavey, Assistant Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a university policy, and as such, the university strongly encourages applications from women.

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant Professor in Counselling/Clinical Psychology (tenure-track). Teaching responsibilities associated with the position include courses in Introduction to Counselling, Personality and Abnormal Psychology. Applicants for the position should have a PhD in counselling/clinical psychology, have relevant teaching experience, show promise of developing a program of research, have an excellent record of adherence to ethical standards in teaching, research, and practice, and be chartered as a psychologist in Alberta or be eligible for chartering. The selected candidate will develop print-based and internet-based course packages for use by distance learners and play a key role in expanding our counselling program at the undergraduate level and, potentially, at the Masters level, where the emphasis will also be on counselling psychology. Assets for the position include experience in distance education and computer skills, especially as applicable to the use of computers in teaching. Preferred candidates will be innovators in education who value a philosophy of open education and have a commitment to adult learners. Further information may be obtained about the Psychology position from Dr. Lyle Grant on e-mail lylet@cs.athabascau.ca, Chair, Centre for Psychology. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 kilometres north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally underrepresented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail LINDAR@admin.athabascau.ca. Closing date for this position is February 28, 1998.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Psychology. Assistant Professor; probationary (tenure-track) beginning July 1, 1998, subject to budgetary approval. A PhD in Psychology is required with a specialization in social psychology. The successful candidate may be expected to contribute to teaching in the areas of social/cognitive/human evolution, methodology and introductory psychology, as well as supervise student research and courses within his/her area of specialization. The successful candidate is expected to develop a sustained research program in keeping with the strong research emphasis of the Department. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. The current minimum salary for an Assistant Professor is $38,097.00 per annum. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. Applications should include a statement of research and teaching interests, curriculum vitae, transcripts, samples of scholarly work, and names of three referees should be sent to: Dr. Ian Q. Whishaw, Chair, Department of Psychology, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2235, Fax (403) 329-2555, e-mail: Whishaw@uleth.ca. The closing date for applications is February 28, 1998.

LAKEHEAD UNIVERSITY — The Department of Psychology at Lakehead University invites applications for a tenure track position at the rank of Assistant Professor commencing August 1, 1998. Candidates should possess a PhD in Clinical Psychology. The appointment will involve teaching 2 courses and supervising student research. The candidate will be expected to develop a strong research program, contribute to the training of Clinical PhD students, and be registered in the Province of Ontario or be eligible for registration. Lakehead University has recently started a PhD program in Clinical Psychology, and operates a Psychology Clinic on campus. This appointment is subject to final budgetary approval. Applicants are invited to submit a curriculum vitae, and the names, addresses and telephone numbers of three referees to: Dr. D. Kemp, Acting Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Further information can be obtained from Dr S. Goldstein, Chair of the Department of Psychology. Fax (807) 343-8630 or e-mail: Steve.Goldstein@lakeheadu.ca. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Psychology. St. Francis Xavier University, invites applications for a probationary, tenure-stream position in social psychology, preferably with strengths in experimental personality and in quantitative methods. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The Department strives for excellence in undergraduate education, and the successful candidate will be an enthusiastic individual with demonstrated ability and outstanding potential for excellence in both teaching and research. Applicants should have a completed PhD and an established research program in social psychology. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. A curriculum vitae, letter of application, selected publications and three letters of recommendation should be sent by February 15, 1998 to: Dr. Tara Callaghan, Chair, Department of Psychology, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5. Phone 902-867-2153, Fax 902-867-5456, e-mail: tcallagh@stfx.ca.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Psychology, St. Francis Xavier University, invites applications for two nine-month limited term positions, subject to budgetary approval. The successful candidates will be expected to teach introductory psychology and to be able teach one or more of the following areas: learning, cognition, personality, social or applied psychology. The appointments will be made at the rank of Assistant Professor. The Department strives for excellence in undergraduate education, and the successful candidates should be able to demonstrate an interest in undergraduate teaching and a strong research orientation. Applicants should have a completed PhD. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. A curriculum vitae, letter of application, selected publications and three letters of recommendation should be sent by February 15, 1998 to: Dr. Tara Callaghan, Chair, Department of Psychology, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5. Phone 902-867-2153; fax 902-867-5456; e-mail: tcallagh@stfx.ca.

UNIVERSITY OF WATERLOO — Psychology Applications are being accepted for a tenure track position at the Assistant Professor level in Industrial/Organizational Psychology beginning September 1, 1998. The successful candidate must have a PhD in Psychology, Organizational Behaviour or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities include research, undergraduate and graduate teaching, supervising graduate students and administration. For additional information about our department and this position, see our website http://arts.uwaterloo.ca/psychology/. Salary range commensurate with qualifications and experience. Application deadline is January 31, 1998 although applications will be reviewed as they are received. Submit curriculum vitae, reprints or preprints and arrange for three letters of reference to be sent to: I/O Psychology Search, Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Psychology of the University of Prince Edward Island is inviting applications for one tenure-stream appointment at the level of Assistant Professor. Applicants must have a PhD and a commitment to excellence in student-centered university undergraduate teaching. We are seeking applicants to teach in one of, but not limited to, the following areas: History & Systems, Theories of Personality, Abnormal Psychology, and Introductory Psychology. Applicants must have a demonstrated ability for research and scholarship in Psychology. The successful candidate will teach 6 semester-long undergraduate courses annually and will be expected to maintain an active research program, supervise Honours students, and participate in Departmental and University service activities. The University of Prince Edward Island is a primarily undergraduate institution. The Department of Psychology has ten full-time faculty members and offers a major in both the Faculty of Arts and the Faculty of Science. Applications must include a personal statement of interests, curriculum vitae, copies of recent research publications, three letters of reference, and evaluations of teaching (when available). Closing date for receipt of applications is February 18, 1998. Address all documentation to: Dr. Catherine Ryan, Chair, Department of Psychology, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Position is subject to final budgetary approval. For further information regarding the Department of Psychology or the University of Prince Edward Island, our WEB site address is: http://www.upei.ca.

RELIGION

UNIVERSITY OF MANITOBA — The Department of Religion at The University of Manitoba, an energetic and enthusiastic unit committed to excellence in teaching and research, offers undergraduate Major and Honours, M.A. and PhD programs. The Department is pleased to invite applications for a full-time tenure track appointment, which is subject to final budgetary approval, at the Assistant Professor rank in World Religions/Asian Religions. The appointment will begin on July 1, 1998 or soon thereafter. The successful candidate must have a PhD by the commencement of the appointment with a specialization in Asian Religions (Buddhism and/or Hinduism in particular) and have demonstrated competence in teaching World Religions/Asian Religions and in research in this field. The candidate will have the opportunity to teach an introductory course in World Religions, as well as specialized courses in Asian Religions, Hermeneutics, and Women and Religion, at a normal teaching load of 15 credit hours per year. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The 1997-98 salary range for the position is $40,868-$48,000. Salary will be commensurate with experience and qualifications. Applications, curriculum vitae, and three letters of reference should be sent to: Dr. Dawne McCance, Head, Department of Religion, 327 Fletcher Argue, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5. Closing date for receipt of applications is February 23, 1998.

DEAN OF COMPUTER SCIENCE

The University of New Brunswick in Fredericton, New Brunswick, invites nominations and applications for the position of Dean of the Faculty of Computer Science effective 1 July 1998 or the earliest date thereafter. The appointment is for a five-year renewable term.

The University of New Brunswick has 8,000 full-time students and 500 faculty members at its Fredericton campus. The Faculty is a leader in computer science education in Atlantic Canada, having 550 undergraduate majors, 50 graduate students and one of the largest co-op programs in the country. New initiatives include joint degrees with other Faculties and Departments, the development of a multimedia program and the establishment of an information technology center.

Candidates for the deanship should have outstanding academic and administrative skills, as well as an established research record. In particular, candidates should have strong communication skills and a track record of innovation and development. They should also possess leadership skills and the personal style needed to work well with a large and diverse group of people, and to maintain positive associations with members of both the public and private sectors.

The Province of New Brunswick is strongly committed to the information technology sector of the economy and actively promotes a strong relationship between industry and the University in this area. The Dean will play a key role in furthering this relationship and in developing the faculty's potential.

Inquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
Chair, Search Committee
University of New Brunswick
PO Box 4400, Fredericton, NB E3B 5A3
Email address: visentin@unb.ca
Fax number: 506-453-4908

The application and nomination deadline is **March 1, 1998**. Please include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

Chair
Breast Cancer Research
Vancouver, B.C.

An endowed Chair in Breast Cancer Research has been created to bring international profile and leadership to a multi-faceted program in breast cancer/breast disease research through a partnership of the Faculty of Medicine, University of British Columbia (UBC), the British Columbia Cancer Agency (BCCA), the Canadian Breast Cancer Foundation, B.C. and Yukon Division (CBCF), and the Robertson family.

The BCCA is an affiliate of UBC and co-hosts the development and conduct of academic oncology in British Columbia.

The BCCA operates a comprehensive cancer control program in the Province of B.C. through four regional cancer centres and a networked communities oncology program. Approximately two-thirds of all patients with cancer in B.C. register for care through the BCCA. In 1996 approximately 2,500 new patients with breast cancer were treated according to the management policies of the Provincial Breast Tumour Group and 172,000 women underwent screening mammography within the Provincial Screening Mammography Program. The B.C. Cancer Research Centre, the largest free-standing cancer research centre in Canada, has a staff of 40 senior scientists, 39 post-doctoral fellows and 47 graduate students. The Centre hosts research divisions that include cancer endocrinology, cancer epidemiology, advanced therapeutics, medical biophysics, cancer imaging and experimental hematopoiesis (Terry Fox Laboratory).

The position entails teaching and active participation within the individual's home department and leadership of a personal research initiative, as well as responsibility for the overall direction and coordination of activities in breast cancer-related research at BCCA, UBC and UBC-affiliated institutions.

Applications are invited from individuals who have experience in research applicable to breast cancer and hold Ph.D. and/or M.D. qualifications. In addition, they should be eligible for appointment at Associate or Full Professor rank with tenure (grant) at UBC and, if medically-qualified and wishing to practice clinical medicine, hold or be eligible for Canadian specialist qualifications in the appropriate discipline and be eligible for licensure to practice medicine in B.C. Key attributes of the successful applicant will include innovation; collaborative relationships with local, national and international research peers; and the ability to build a strategically-focused multidisciplinary program of excellence in breast cancer research.

In accordance with Canadian Employment and Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Letters of application should be submitted with a current curriculum vitae to: Dr. S.B. Sutcliffe, Vancouver Cancer Centre, 600 West 10th Avenue, Vancouver, BC V5Z 4E6; telephone (604) 877-6104; fax: (604) 872-4596. Closing date: Feb. 28, 1998.

BC Cancer Agency

CANADIAN BREAST CANCER FOUNDATION
B.C.-YUKON CHAPTER

M9984

À LA RETRAITE CETTE ANNÉE?

Pour **10,00 $** seulement par année, vous pouvez demeurer membre de l'ACPPU à titre de membre à la retraite. Cette catégorie spéciale vous permet de continuer à recevoir le *Bulletin* de l'ACPPU tous les mois. En plus de vous mettre à jour sur les événements touchant les universitaires, le *Bulletin* annonce régulièrement les services collectifs de l'ACPPU qui sont offerts à tous les membres de l'ACPPU y compris les professeurs à la retraite.

Pour adhérer à l'ACPPU à titre de membre à la retraite, veuillez écrire à: ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 ou télécopiez au (613) 820-7244.

CLASSIFIEDS

RELIGIOUS STUDIES

ST. THOMAS MORE COLLEGE, a Catholic College federated with the University of Saskatchewan, is presently accepting applications for a tenure-stream position in Religious Studies in the area of Bible and Biblical Literature. Candidates should have a PhD or equivalent (or one near at hand) and a demonstrated excellence in teaching. The successful candidate will be expected to develop the teaching area with specific attention to the interdisciplinary study of the Bible. Teaching load may include Introductory courses in Christianity and/or Judaism. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The appointment is effective July 1, 1998. Applicants should send a current curriculum vitae and three letters of reference by January 31, 1998 to Dr. Kevin Corrigan, Acting Head, Department of Religious Studies, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6 Canada.

RESOURCE & ENVIRONMENTAL MANAGEMENT

SIMON FRASER UNIVERSITY — The School of Resource and Environmental Management at Simon Fraser University invites applications for a junior level tenure-track Assistant Professor appointment for an ecological economist. The School offers a graduate program of interdisciplinary research and education addressing natural resource management issues of local, national and international significance. The preferred candidate will combine graduate and undergraduate teaching and research responsibilities. The preferred candidate will have a PhD in economics and graduate training in ecology, or a related discipline, either from a conventional economics or ecology department or from an appropriate interdisciplinary program. The preferred candidate will have a demonstrated ability to conduct high quality theoretical and applied research at the nexus of economics and ecology, and teaching ability or potential in areas such as ecological economics, institutional economics, cost-benefit analysis, project evaluation, non-market valuation, risk assessment, or conflict resolution. An additional strength in a specific field such as forestry, fisheries, energy, water, resource planning, institutional analysis, environmental assessment, or policy analysis is also desirable. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization. Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to: Director, School of Resource and Environmental Management, Simon Fraser University, Burnaby, B.C. V5A 1S6. Tel: (604) 291-4659; Fax: (604) 291-4968. The closing date is March 15, 1998.

RURAL ECONOMY

UNIVERSITY OF ALBERTA — The Department of Rural Economy, one of four departments in the Faculty of Agriculture, Forestry and Home Economics, University of Alberta, invites applications for an Assistant Professor for a one-year term position in agricultural production economics/management. Qualifications are: PhD in economics or agricultural economics, specializing in agricultural production economics, finance or management. The Assistant Professor salary range is $39,490 to $55,802. The position is available July 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae and the names of three referees should be sent to: Mel Lerohl, Acting Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, T6G 2H1 by March 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL WORK

UNIVERSITY OF REGINA — Faculty of Social Work. Applications are invited for a limited number of academic staff positions. Candidates for these positions will be interested in advancing the faculty's teaching, research and scholarship record and strengthening the faculty's role in the development of social work, social policy and research in Saskatchewan and beyond. Successful candidates will engage in graduate and undergraduate teaching, including the field practicum. Within the context of generalist practice, candidates will be competent in two or more of the following areas: field education; child welfare; physical, emotional, mental disabilities; Indian and Aboriginal studies; cross-cultural and multicultural practice; northern and rural practice; violence against women and in the family; service delivery and organization; and, poverty and social policy analyses. The Faculty of Social Work collaborates with the Saskatchewan Indian Federated College, Gabriel Dumont Institute and Yukon College to deliver social work education throughout Saskatchewan and in the Yukon. Positions will be located in Regina, Saskatoon and Prince Albeta. Qualifications: Graduate degree in Social Work, PhD preferred. Social Work practice and research experience. Appointments begin July 1, 1998 and the Search Committee will begin to review complete applications on March 3, 1998. Applications, including a curriculum vitae and names of three references, should be submitted to Dean Sharon McKay, Faculty of Social Work, University of Regina, Saskatchewan, S4S 0A2. Phone: (306) 585-4037; Fax (306) 585-4872. Note: Dependent on qualifications and budget both tenure track and non tenure track appointments will be considered. Positions are subject to budget approval.

The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY

ST. THOMAS MORE COLLEGE — The Department of Sociology at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a term appointment in Sociology at the assistant professor level commencing July 1, 1998. (Subject to budgetary approval). Candidates should possess a Doctoral degree in Sociology by the time of appointment. The Department's chief areas of interest are family and religion, but applications from candidates specializing in theory, social psychology, and communications will also be given serious consideration. Salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae, and any other supporting materials and arrange for three letters of reference to: Professor Ron Griffin, Chair, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Closing date for applications is January 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1998 and subject to final budgetary approval. The successful candidate will have a recently completed PhD in Sociology (or a closely related discipline), strong evidence of successful undergraduate teaching, and will be expected to teach research methods and quantitative analysis. The Department has a strong interest in social policy. Evidence of potential to develop a programme of independent research and scholarship in a relevant area of specialization is required. Qualified individuals who submitted applications for the position advertised in 1996/97, cancelled due to budgetary considerations, are encouraged to reapply. Applicants should submit by Monday, March 2, 1998 a letter of application accompanied by a curriculum vitae and selected reprints and preprints of published work sent to: Professor John Sorenson, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply.

ACADIA UNIVERSITY — Department of Sociology. Applications are invited for two positions in the Department of Sociology. The Department has small but strong honours and masters level programmes, and is one of the largest in the Faculty of Arts with a faculty complement of nine full-time positions. Tenure Track (Position #11304) at the Assistant Professor level up to Grid Step 4, beginning on or after July 1, 1998. Preference will be given to candidates with a completed PhD, with priority given to a candidate who has demonstrated ability in teaching a range of research methodologies, including both quantitative and qualitative aposoaches. Other teaching areas are open. Nine-Month Contractually Limited Term (Position #11306R) at the Lecturer level, or the Assistant Professor level up to Grid Step 4, commencing on or after July 1, 1998. A candidate with a completed PhD is preferred. The teaching areas are open. Applicants should submit a letter of application, a Curriculum Vitae and arrange for three letters of recommendation to be forwarded to: Dr. E. Dianne Looker, Professor and Head, Department of Sociology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Fax: (902) 585-1070. Applications will be accepted until the positions are filled. Acadia has recently adopted the Acadia Advantage program, an initiative to incorporate computer technology into the learning process. The successful candidates are expected to integrate this technology into their courses where relevant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

THE UNIVERSITY OF WINNIPEG — Department of Sociology & Studies in Justice and Law Enforcement. The Department of Sociology at the University of Winnipeg invites applications for a continuing appointment at the Instructor level. Subject to budgetary approval, this appointment is effective April 15, 1998. Salary and rank based on degree and experience. The successful applicant would be expected to teach the computer laboratory component of the Introduction to Research Methods course for the Department of Sociology and for Studies in Justice and Law Enforcement. Qualifications include an M.A. excellent working knowledge of quantitative and qualitative research techniques, and computer applications such as SPSS and WordPerfect. Candidates should also be able to teath introductory level courses in Criminal Justice or Sociology. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 15, 1998, send a curriculum vitae, and udnq three letters of reference to; Professor Joel Novek, Chair, Department of Sorrology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, Fax 204-774-4134.

THE UNIVERSITY OF CALGARY — Tenure Track Position. Applications are invited for a tenure track position at the assistant professor level, in the Department of Sociology, to commence July 1, 1998. Preference is for a candidate with a primary substantive specialization in the area of Social Stratification and Inequality. Applicants should also be prepared to teach at least one of the department's required courses in the area of social theory, statistics or research methodology A completed PhD at the time of appointment and a demonstrated record of excellence in teaching are required. Applicants should also have demonstrated a commitment to research. The appointment is with the University of Calgary but the successful candidate will be expected to teach some University of Calgary courses at the Red Deer College campus, located in Red Deer, Alberta. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications, including a curriculum vitae and a statement of interests and current and projected research activities, should be sent by March 1, 1998 to the following address. Please quote Job "RD2". Applicants should also arrange for three letters of reference to be sent to the same address of fax number James S. Frideres, Head, Department of Sociology, The University of Calgary, Calgary, Alberta, Canada. T2N 1N4 Fax: (403) 282-9298.

THE UNIVERSITY OF CALGARY — Contingent Term "Specific Term" Position. Applications are invited for a 3-year contingent term "specific term" appointment at the assistant professor level, in the Department of Sociology, to commence July 1, 1998. Preference is for a candidate with a primary substantive specialization in Criminology/Comparative Justice/Deviance. The successful candidate also will be expected to teach at least one of the Department's required courses in the areas of social theory, statistics or research methodology. A completed PhD at the time of appointment is required. In addition to a record of scholarly research and publications in these areas of specialization, the successful candidate must have a strong commitment to teaching. The appointment is with the University of Calgary but the successful candidate will be expected to teach some University of Calgary courses at the Red Deer College campus, located in Red Deer Alberta. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications, including a curriculum vitae and a statement of interests and current and projected research activities, should be sent by March 1, 1998 to the following address. Please quote JOB "RD1". Applicants should also arrange for three letters of reference to be sent to the same address or fax number James S. Frideres, Head, Department of Sociology, The University of Calgary, Calgary, Alberta, Canada T2N 1N4 Fax (403) 282-9298.

SOCIOLOGY & ANTHROPOLOGY

CONCORDIA UNIVERSITY — The Department of Sociology and Anthropology invites applications for up to four limited-term appointment positions in Sociology at the rank of Assistant Professor beginning 15 August 1998. (Subject to budgetary approval.) Fields of specialization are open; however, the Department is particularly interested in covering the following areas: field and text analysis, theory, economic sociology, crime and justice, and race and ethnicity. Candidates should have a PhD, an active research programme, and be prepared to teach at both the undergraduate and graduate level. Knowledge of French would be an asset. Letters of application, including a curriculum vitae, a statement of research interests, one or two examples of written work, and letters from three referees should be submitted to: David Howes, Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. The closing date for applications is March 1, 1998. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

THE UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Sociology and Anthropology at the University of Prince Edward Island invites applications for a 9-month limited-term position in Sociorultural Anthropology starting from August 1, 1998. The person appointed will be expected to teach undergraduate courses in the following areas: introductory anthropology; an ethnographic area course (preferably East Asia, Africa, or Oceania); social organization, folklore, and religion. Candidates with a PhD or equivalent will be preferred and the successful candidate will be offer ed an appointment at the rank of Assistant Professor. Applicants should submit a letter of application, a curriculum vitae, reprints of published work, some evidence of teaching effectiveness, and the names, addresses and phone numbers of three referees, by February 27, 1998, to: Professor Satadal Dasgupta, Chair, Department of Sociology and Anthropology, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3; Phone (902) 566-0306; Fax (902) 566-0420. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. U.P.E.I. is committed to the principle of equity in employment. Position subject to final budgetary approval.

SPANISH

CONCORDIA UNIVERSITY — The Department of Classics, Modern Languages and Linguistics invites applications for a nine-and-a-half month appointment in Spanish at the rank of Assistant Professor, effective August 15, 1998. (This position is subject to budgetary approval.) Applicants must hold a PhD or equivalent degree and have a demonstrated commitment to research in the area of Peninsular literature. Requirements also include demonstrated excellence in teaching and native or near-native fluency in Spanish. Expertise in Spanish philology and Computer Assisted Language Learning techniques will be an asset. Teaching responsibilities may include Spanish language, the structure and history of the Spanish language, and Peninsular literature and culture at all undergraduate levels. A tenure-track appointment in Peninsular literature is anticipated for 1999-2000; this appointment, like all appointments at Concordia University, will be made in conformity with the Collective Agreement between Concordia University and the Concordia University Faculty Association. Deadline for applications is January 31, 1998. Please send a letter of application, curriculum vitae and three letters of reference to: Dr. A. T. Tefferteller, Chair Department of Classics, Modern Languages and Linguistics Concordia University, H-663, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF MANITOBA — The Department of French, Spanish and Italian at the University of Manitoba, subject to final budgetary approval, invites applications for a full-time tenure-track Assistant Professor. The appointment will commence on July 1, 1998 or soon thereafter. Qualifications and background: The successful candidate must have a PhD by the time of appointment in the area of Peninsular Spanish Literature, have demonstrated competence in teaching Spanish language and literature and in research. Ability to teach Spanish American literature and civilisation would be an asset. Native or near-native fluency in Spanish is required. The successful candidate will be expected to teach undergraduate courses, conduct research in Peninsular Spanish Literature and engage in service within the University community. Salary: The 1997-98 salary range for the position is $40,868-$48,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae, and three letters of reference should be sent to Dr. Alan MacDonell, Head, French, Spanish and Italian, 430 Fletcher Argue, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Deadline for receipt of applications is March 16, 1998.

SPANISH & ITALIAN

QUEEN'S UNIVERSITY — Department of Spanish and Italian invites applications for a 2-year non-renewable replacement position at the Assistant Professor Level to teach Spanish language classes at all levels and 19th - and 20th-Century Spanish Literature courses at the graduate and undergraduate level, commencing July 1, 1998. Candidates must have completed a PhD in Spanish Language and Literature. Salary will reflect qualifications and experience. Applicants should forward a copy of their curriculum vitae to Professor Peter A. Bly, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. They should also ask three referees to forward their recommendations to the same address. Queen's University has an Employment Equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, visible minorities, gay men and lesbians. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is February 1, 1998.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for one or more Post-Doctoral positions in Statistics. Successful applicants will work with members of the Department on research problems in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in Statistics or closely related area at the time the appointment begins. Appointment may begin July 1, 1998 or later. The closing date for applications is February 28, 1998. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Statistics and Actuarial Science. Applications are invited for a tenure track of three-year delnite term position

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, sorial origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the Institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1]	$4.00
Classified ads	$3.85

EDITORIAL SECTION

Display ads[1]	$1.00

COLOUR ADVERTISING[2]

Black & 1 colour	$240
Black & 2 colours	$420
Black & 3 colours	$900

All prices quoted are per agate line and are in effect until July 1, 1998.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

MAR	APR	MAY
Classified Feb 6/98 • 12 pm	Classified Mar 6/98 • 12 pm	Classified Apr 7/98 • 12 pm
Display Feb 13/98 • 12 pm	Display Mar 13/98 • 12 pm	Display Apr 14/98 • 12 pm

TARIFS DE PUBLICITÉ

SECTION DES ANNDNCES CLASSÉES

Grandes annonces[1]	4,00 $
Annonces classées	3,85 $

SECTION ÉDITORIALE

Grandes annonces[1]	1,00 $

ANNDNCES COULEURS[2]

Noir et une couleur	240 $
Noir et deux couleurs	420 $
Noir et trois couleurs	900 $

Les tarifs sont calculés en fonction d'une ligne agate (en vigueur jusqu'au 1er juillet 1998).

[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

MAR	AVR	MAI
Petites annonces 6 fév/98 • 12h00	Petites annonces 6 mar/98 • 12h00	Petites annonces 7 avr/98 • 12h00
Grandes annonces 13 fév/98 • 12h00	Grandes annonces 13 mar/98 • 12h00	Grandes annonces 14 avr/98 • 12h00

ANNONCES CLASSÉES

In Actuarial Science at the Assistant or Associate Professor level. Applicants must have a PhD with research in an area of the mathematical sciences, and interests closely related to actuarial science, professional qualifications and experience area an asset. Department Interests in actuarial science cover a wide range of topics in statistical and probabilistic modelling in insurance, risk theory and stochastic models in finance. Applicants must have proven ability in, or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment effective July 1, 1998 or later. The closing date for applications is January 31, 1998. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M E Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

STUDIO ARTS

CONCORDIA UNIVERSITY — The Department of Studio Arts, Faculty of Fine Arts is seeking applicants for the following full-time, tenure track Assistant or Associate level positions to begin August 1, 1998. The candidate for the Fibres position will teach courses within the Fibres Programme. Applicants must have a knowledge of traditional and non-traditional procedures in Printed and Dyed Textiles; experience in Fibre Structures and Papermaking is desired. The ability to discuss historical and theoretical aspects of Fibres as a part of current art discourse is also required. The candidate for the Studio Arts/Video position will teach within the Studio Arts/Interdisciplinary Studies Programmes in the area of Video and from among a variety of imaging technologies, such as digital imaging, multi-media, installation, photography and sound. He or she should have a strong critical/theoretical background and be able to function within a contemporary understanding of both extended and discipline-based approaches to studio practice. Preference will be given to candidates whose artistic activity reflects these concerns. Candidates for both positions should possess an MFA degree, a minimum of two years university teaching experience, a strong record of artistic practice (exhibitions, performances , publications etc), and the ability to engage in curriculum development. Submissions should include at least three letters of recommendation referring to the candidate's experience in the areas of teaching, professional research and administration and/or service to the community, 20 slides and/or photographs of work (and student work if available) and, if relevant, copies of up to three theoretical or critical publications, and a maximum of 15 minutes of video clips. For the Video position, applicants should select and identified segments which best represent their work. These should be accompanied by an up-to-date curriculum vitae, a statement of teaching philosophy and where appropriate, of technical abilities in Fibres, Bilingualism and the ability to teach at both undergraduate and graduate levels will be considered definite assets. Applications with a SASE should be submitted by February 28, 1998. Please address applications to: Departmental Personnel Committee, Department of Studio Arts, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd West, Montreal (Quebec) H3G 1M8, CANADA, Tel: (514) 848-4262, Fax (514) 848-8627. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

SUMMER SESSION

THE UNIVERSITY OF MANITOBA — Summer Session 1998 may have instructional positions open in courses offered by the following areas: Environmental Design, Anthropology, Classics, Economics, English, French, Spanish, Italian, Geography, Germany, Slavic Studies, History, Asian Studies, Film Studies, Labour and Workplace Studies, Women's Studies, Native Studies, Philosophy, Political Studies, Psychology, Religion, Sociology, Education, Civil and Geological Engineering, Electrical and Computer Engineering, Mechanical and Industrial Engineering, Clothing and Textiles, Family Studies, Foods and Nutrition, Accounting and Finance, Actuarial and Management Sciences, Business Administration, Marketing, Nursing, Physical Education and Recreation Studies, Biology, Botany, Chemistry, Computer Science, Environmental Science, Geological Sciences, Mathematics, Physics, Statistics, Zoology, Social Work, Fine Arts, and Music. University teaching experience is required. Normally a PhD is preferred. Summer Session 1998 is scheduled in three academic periods, Intersession May 4-June 25, Summer Evening May 4-August 7, and Summer Day July 2- August 20. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications must be postmarked by February 16, 1998. Applications for teaching positions should indicate the specific area of interest. All applications should be forwarded to Dr. Bill Kops, Director of Summer Session, Continuing Education Division, 188 Continuing Education Complex, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THEATRE

CONCORDIA UNIVERSITY, Faculty of Fine Arts — The Department of Theatre is seeking a tenure-track appointment for the BFA Specialization in Drama for Human Development, at the level of Assistant or Associate Professor. The appointment will be effective beginning June 1st, 1998. The Department consists of 10 full-time faculty, 15 part-time faculty, 8 full-time professional staff and 160 students. We offer three BFA Specialization programmes: Design for the Theatre, Drama in Education, and Theatre Performance as well as a Major in Theatre, a Joint Specialization in Playwriting, and a Minor. The Department is moving towards new, more integrated programmes with a greater emphasis on student autonomy, personal creativity, initiative and collaboration. We currently operate three theatres in Montreal. The Specialization in Drama for Human Development is designed to prepare students for work in Popular Theatre (Theatre for Social Change, Community Plays, etc), for community drama work with children or adults in various settings, for work in theatre for young audiences, and/or for graduate studies in the various fields of drama for Human Development. The Department of Theatre wishes to encourage applications from artist-teachers who seek consensus in decision making and prefer to work collaboratively while respecting diverse views. Qualifications include a Masters, PhD degree or equivalent as well as training; experience and professional stature in the field of Drama for Human Development; leadership and coordination of the Specialization within this field. Demonstrated teaching ability in other areas such as theatre history, script analysis, directing or performance is preferred. The candidate should possess excellent administrative, inter-personal and collegiality skills. The deadline for receipt of applications is February 15, 1998. Application letter, curriculum vitae and three or four references pertinent to teaching and professional theatre practice should be addressed to: Search Committee, Department of Theatre, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, H4B 1R6 CANADA. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

YORK UNIVERSITY — Technical Production. The Department of Theatre, Faculty of Fine Arts, York University, invites applications for a full-time tenure-track teaching position, at the Assistant Professor level, with undergraduate teaching responsibilities, effective July 1, 1998. Subject to budgetary approval by the University. The position requires special strengths and demonstrated practical ability in technical direction, including scheduling and costing, stage carpentry and rigging techniques, scenery and prop construction, and technical drafting for the theatre. Ability and experience in CAD, technical aspects of sound, lighting, and special effects and scenic art are assets. The successful applicant will have an undergraduate of the theatre process in an educational setting, as a lecturer and as a coach, working with students as they bring theory and classroom practice into production practice. Teaching assignments will include the department's second year core course for production, technical and design students; upper level courses in technical theatre skills and technical direction; and direct supervision (with other faculty members) of students working on the technical aspects of department productions. MFA degree in Theatre or equivalent professional experience, and post-secondary teaching experience is required. Candidates should have substantial experience, including at least five years as a professional technical director. Salary will be commensurate with the qualifications and achievements of the candidate. Candidates should forward a letter of application, curriculum vitae, and three letters of reference to: Prof. Robert Fothergill, Chair, Department of Theatre, Faculty of Fine Arts, York University, Rm. 318, Centre for Film & Theatre, 4700 Keele Street, North York, Ontario M3A 1P3. Deadline for applications is February 6, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Voice/Acting. The Department of Theatre, Faculty of Fine Arts, York University, invites applications for a full-time tenure-track position at the Assistant Professor level, with undergraduate and graduate teaching responsibilities, effective July 1, 1998. Subject to budgetary approval by the University. The position requires a Voice Specialist with strength in classical text, speech, dialects, and the coaching of productions, all on an advanced conservatory level. The appointee must be able to teach acting and directing, and to direct a production on both the undergraduate and graduate level. An MFA degree in Theatre is required. Professional credits and teaching experience in a conservatory or BFA or MFA program are required. Salary will be commensurate with the qualifications and achievements of the appointee. Candidates should forward a letter of application, curriculum vitae, and three letters of reference to: Professor Robert Fothergill, Chair, Department of Theatre, Faculty of Fine Arts, York University, Room 318, Centre for Film & Theatre, 4700 Keele Street, North York, Ontario M3J 1P3. Deadline for applications is February 6, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

THEATRE & DRAMA

THE UNIVERSITY OF WINNIPEG — The Department of Theatre and Drama, The University of Winnipeg, invites applications for a probationary tenure-track position at the rank of Assistant Professor. The University of Winnipeg has a vital Department of Theatre and Drama consisting of nine full-time faculty members augmented with guests from the profession. Its commitment is to both theoretical and practical work, and both B.A. and B.A.(Hons.) degrees are offered with a range of streams available to students. The position involves teaching, continuing research or creative work, and participation in administration. Applicants should have professional experience and hold a PhD, an M.F.A. a National Theatre School diploma, or the equivalent. The preferred candidate would hold a PhD and have a strong professional and scholarly record, with a particular interest in actor training and directing. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, first preference will be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Qualified individuals should apply in writing by March 1, 1998, and include a curriculum vitae, three letters of reference, and other relevant documentation. Applications should be addressed to: Professor Reg Skene, Chair, Department of Theatre and Drama, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. Fax: (204) 774-4134. Subject to budgetary approval, this appointment is effective July 1, 1998.

VISUAL ARTS

UNIVERSITY OF REGINA — Department of Visual Arts. Pending budgetary approval, applications are invited for a tenure-track appointment in the areas of painting and drawing at the rank of Assistant Professor to commence July 1, 1998. The successful applicant will teach painting and drawing and related courses at the undergraduate and graduate levels. Applicants should possess an M.F.A. degree, teaching experience at the university level, an active exhibition record and a substantial knowledge of contemporary discourse and critical issues. Please submit a letter of application together with a curriculum vitae, a copy of all university transcripts, 20 slides of current work, a slide list, statement of teaching philosophy and the names and addresses of three referees, who have been asked to send letters, by February 20, 1998 to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF REGINA — Department of Visual Arts. Pending budgetary approval, applications are invited for a tenure-track appointment in the area of Art History at the rank of Assistant Professor to commence July 1, 1998. The successful applicant will teach courses in art history (survey, area of specialization) at the undergraduate and honours levels. Applicants must have a PhD or near completion and should also have an interest in contemporary art. Teaching experience at the university level will be an asset. Please submit a letter of application together with a curriculum vitae, a copy of all university transcripts, statement of teaching philosophy and the names and addresses of three referees, who have been asked to send letters, by February 20, 1998 to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

WOMEN'S STUDIES

THE UNIVERSITY OF PRINCE EDWARD ISLAND — Women's Studies. Assistant Professor of Women's Studies (tenure-track). Qualifications: PhD (field open); teaching experience and a commitment to student-centred teaching, demonstrated research ability; demonstrated ability to work with women's groups on and off campus as an asset. Duties: teaching from among the following courses: Introduction to Women's Studies, Feminist Theories and course(s) in area(s) of specialization; serving on Women's Studies Coordinating Committee which administrates the Women's Studies minor; maintaining an active research program; participating in the university community; working cooperatively with the Women's Studies Coordinating Committee and faculty across campus to promote the growth and development of the women's studies program; and liaising with women's groups both on and off campus. The successful applicant may serve as Coordinator of Women's Studies. Salary: commensurate with experience. Current floor of Assistant Professor scale is 39,287. Appointment is subject to final budgetary approval. The effective date of appointment is 1 July 1998. Located in a capital city, UPEI has a unique Women's Centre, provides opportunity for interdisciplinary work, and is the home of the L.M. Montgomery Institute. Prince Edward Island offers a rich cultural life in a beautiful environment, and has a very active women's community. Send cv, evidence of teaching effectiveness, sample syllabi, copies of recent publications, and three letters of reference to: Women's Studies Search Committee Chair, c/o Dean of Arts, University of Prince Edward Island, Charlottetown, PE, C1A 4P3. Fax: 902-566-0304. Closing date for receipt of applications: 15 February 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI has an employment equity policy. For information about the university, see www.upei.ca.

ZOOLOGY

UNIVERSITY OF GUELPH — The Department of Zoology at the University of Guelph invites applications for a tenure track position at the Assistant Professor level. The Department seeks the appointment of an experimental ecologist with strong skills in biostatistics. The Department has a particular, but not exclusive, interest in individuals with a background in fisheries science or aquatic communities, especially in the arctic. The successful applicant will have a strong record of achievement in research and will be expected to develop and sustain an externally funded program that involves the training of graduate students. Undergraduate teaching responsibilities will focus on areas of quantitative biology, including experimental design, and the application of statistics to biological problems. A PhD and post-doctoral experience are required. The expected starting date is July 1, 1998. Applications, including a curriculum vitae, and brief (<4 pages) summary of research and teaching interests, as well as copies of up to three papers should be sent to: Dr. Paul Hebert, Chair, Department of Zoology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Applicants should also arrange for three letters of reference to be sent by the closing date of February 28, 1998. For additional information on the Department of Zoology see: http://www.uoguelph.ca/zoology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ACCOMMODATIONS

FOR SALE — Furnished house for sale just outside of the village of Montauroux, about 20 minutes north of Cannes (near Fayence) in the South of France. Two bedrooms, swimming pool, car port, covered terrace, recently renovated kitchen, 1500 square metres of terraced land, view of the Esterel mountains. House generates approximately 50,000ff of rental income from May to September each year. Realistically priced by local agent at 1,300,000ff (or approximately $300,000 Cdn); will sell for $260,000Cdn if purchased directly from me). Please call 1 905 635-9850, or send e-mail to gronst@spartan.ac.brocku.ca.

VILLA FOR RENT in Southern France, Provence — Sept. 1/98 to May 31/99. Fully furnished 3 bedroom, large office, library, 1 acre, private, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1350 per month plus utilities. Contact: Dr. Sandra Beckett at 905-687-7315 or e-mail sbeckett@spartan.ac.brocku.ca

FOR RENT PARIS STUDIO in comf. bldg. Furnished (inc. bedding + TV, phone) all appliances inc. w/d, sep. kitchen and WC, 4-pieces bath, UG parking, etc. Lots of space; exc. location. Ideal for sab. available Sept. 98. $950 + maint. fees/month. phone (604) 732-9016, fax (604) 732-6608, e-mail emery@a1.sonet.com.

HEIDELBERG/GERMANY — Large 1 rm appt. with kitchen + bath, furnished, 1-2 adults; 20 min. to downtown Heidelberg/unv. Rent DM 750/month (min. 1 month), until 6/98 (negotiable). Phone: (519) 253-3000 Ext. 2899; KAH@UWINDSOR.CA.

PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km. east of Aix-en-Provence. Phone, washer, central heating. Available from Jan./98. $1000.00 per month including utilities. Beth, (416) 978-7458 or 588-2580 or b.savan@utoronto.ca.

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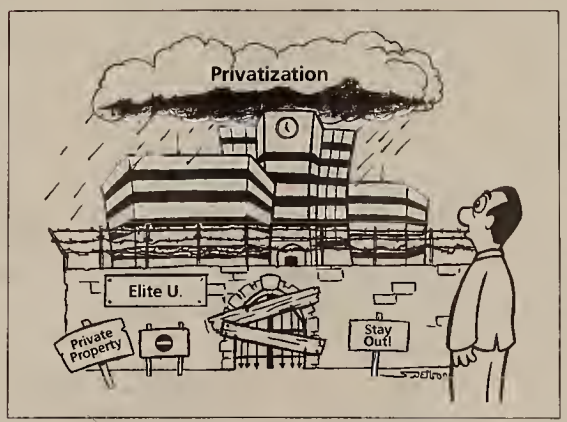
Creeping Privatization Threatens Autonomy

BILL BRUNEAU

LARGE-SCALE SOCIAL AND POLITICAL CHANGE is a bit like snow in Timmins or rain in Vancouver — it can sneak up on you. By the time you notice, the effects are pervasive and irreversible. The rising popularity of privatization in Canada's public colleges and universities reminds me of the weather, and it has the feel of large-scale change.

Privatization has taken a variety of forms — the contracting-out of library cataloguing or food services or dormitory cleaning; the transfer of university research and development facilities to local industry; the 99-year lease of university lands for real estate development. And there are innumerable quasi-privatizations — the granting of monopolies for on-campus services and the "sale" of a university's name to support fund-raising, especially to encourage matching grants to the university itself.



THESE cases help in making a workable definition of "privatization;" nowadays it will mean permanent or temporary transfer of university property or rights or services, out of university ownership, control, or regulation and into the hands of private interests.

Although Canada's universities have enjoyed a long and mutually respectful relationship with the private sector — indeed, much of our best research has been done in response to social and industrial demands that came from the private sector, they have also encouraged entrepreneurs, private and public corporations, alumni and other individuals to donate funds for scholarships, research, professorial chairs, student services, and buildings.

In this two-way relationship, Canadian universities have retained control of their programs and properties.

How the weather has changed! Since 1973, public funding of post-secondary education has declined year by year, decade by decade. Not surprisingly, university administrators began to cosy up to private and corporate donors. When that strategy failed to produce the needed funds, the next step was a milder and gentler privatization — the raising of tuition fees. (In some Maritime universities students pay more than half of their institutions' operating costs and expect, as paying "customers," to have a important part in decision making.)

But what makes the greatest difference, perhaps even more than cuts in public funding, is the rise of neo-rightist market theory. Proponents of the theory argue that application of market principles will make public education flexible, innovative and cheap. If universities and colleges have to move fast to open programs in areas of high demand, they will also move fast to close programs that do not yield immediate and useful employment. Even better, market discipline would cause the re-invention of the university — to make it industry-sensitive and client-driven, effective and "lean." Privatization is a preferred technique on the road to re-invention.

These recent developments have made good old-fashioned philanthropy quite difficult. Unencumbered gifts (money with no strings attached) become scarce in a period when "inputs" are nearly always tied to "outputs." If a pharmaceutical giant "gives" millions of dollars to a medical faculty, and expects the money to produce useful knowledge, but limits the rights of researchers to publish their findings — a whole new atmosphere of secrecy and intellectual privacy is the result.

TRUE "privatizations" lead in a dangerous direction, to the loss of autonomy. It happens little by little. When donors ask not just to have buildings or programs named after them but also to influence appointments, tenure, and curriculum — then we are in trouble. When all of this happens behind a curtain of administration-imposed confidentiality, the trouble becomes disaster. Worst of all, when privatizations, large and small, distract our universities and colleges from their public purposes, we stand at the edge of a new country, a country where knowledge is granted to the wealthy, where research is restricted by the market and insulated from public criticism, and the university becomes a closed industry.

In the end, privatization of our public colleges and universities would mean the sale of our birthright, and it must be resisted. ■

De plus en plus populaire, la privatisation risque de nuire à l'autonomie des universités

LES CHANGEMENTS SOCIO-POLITIQUES À GRANDE échelle sont un peu comme la neige à Timmins ou la pluie à Vancouver : ils s'installent furtivement. Lorsque vous les remarquez, leurs effets se font déjà sentir un peu partout et ils sont irréversibles. La popularité grandissante de la privatisation dans les universités et les collèges publics du Canada me fait penser au temps et ressemble à un changement à grande échelle.

La privatisation s'effectue sous diverses formes, soit par la sous-traitance du catalogage des bibliothèques, des services alimentaires ou de l'entretien ménager des résidences d'étudiants, soit par le transfert des installations de recherche et de développement de l'université à une industrie locale, ou soit par la location pendant 99 ans de terrains de l'université pour l'aménagement immobilier. Sans compter les innombrables quasi privatisations, notamment les monopoles que l'on accorde pour les services sur le campus et la «vente» du nom de l'université pour soutenir une campagne de souscription, et pour encourager, en particulier, le versement de subventions de contrepartie à l'université même.

CES exemples aident à définir la «privatisation» : De nos jours, elle signifie le transfert permanent ou temporaire à des intérêts privés d'un bien, de droits ou de services de l'université de sorte que celle-ci n'en a plus la propriété ou ne les contrôle plus.

Les universités canadiennes entretiennent depuis longtemps avec le secteur privé des liens réciproques et respectueux. De fait, la plupart de nos meilleures recherches ont été effectuées pour répondre aux demandes sociales et industrielles du secteur privé. Toutefois, les universités invitent les entrepreneurs, les sociétés privées et publiques, les anciens diplômés et les particuliers à faire des dons en argent pour des bourses, la recherche, des chaires d'enseignement, des services étudiants et des édifices.

Dans cette relation bilatérale, les universités canadiennes ont conservé la maîtrise de leurs programmes et de leurs biens.

Comme le temps a changé cependant! Depuis 1973, le financement public de l'enseignement postsecondaire diminue d'année en année, de décennie en décennie. Il n'est donc pas surprenant que les administrateurs d'université aient commencé à flatter les donateurs particuliers et de l'entreprise privée. Lorsque la stratégie n'a pas permis de recueillir les fonds nécessaires, les administrateurs sont passés à l'étape suivante, soit la privatisation douce, en l'occurrence la hausse des frais de scolarité. (Dans certaines universités des provinces Maritimes, les étudiants paient plus de la moitié des coûts d'exploitation de leur université et s'attendent, en tant que clients «payeurs», à jouer un rôle important dans la prise de décision.)

Toutefois, la propagation de la théorie du marché de la nouvelle droite est ce qui fait la plus grande différence, peut-être même plus que la réduction du financement public. Les tenants de cette théorie soutiennent que l'application des principes du marché assouplira l'éducation publique, la rendra innovatrice et réduita les coûts. Si les universités et les collèges doivent agir vite pour créer des programmes dans les secteurs fortement en demande, ils feront de même pour abolir les programmes qui ne produisent pas d'emplois utiles et immédiats. Encore mieux, la discipline de marché entraînera la réinvention de l'université, pour qu'elle soit sensible aux besoins de l'industrie et centrée sur le client, pour qu'elle soit efficace, alerte et «dégraissée». La privatisation est la technique préférée pour réinventer l'université.

Il devient assez difficile de faire de la philanthropie avec ces nouvelles tendances. Les dons non grevés, c'est-à-dire complètement indépendants, sont rares lorsque les «intrants» sont presque toujours liés aux «extrants». Si, d'une part, une grande compagnie pharmaceutique «donne» des millions de dollars à une faculté de médecine et s'attend à ce que cet argent fasse naître un savoir utile mais qu'elle limite, d'autre part, les droits des chercheurs à publier leurs conclusions, il en résulte une ambiance totalement nouvelle de confidentialité intellectuelle.

LES vrais «privatisations» nous mènent dans une direction dangereuse, vers la perte de l'autonomie. Le phénomène s'implante progressivement. Puis, lorsque des donateurs veulent influencer les nominations, les octrois de permanence et le programme d'études, en plus de demander que des édifices ou des programmes portent leur nom, nous faisons face à un problème. Et lorsque tout se décide sous le couvert de la confidentialité, le problème se transforme en désastre. Pis, lorsque les privatisations, grandes ou petites, détournent nos universités et nos collèges de leurs objectifs publics, nous sommes à la frontière d'un nouveau pays, un pays dont le savoir est accordé aux riches, où la recherche est limitée par le marché et isolée de la critique du public et où l'université devient une industrie fermée.

Finalement, la privatisation de nos universités et de nos collèges publics signifiera la vente d'un droit acquis. Nous devons y résister. ■